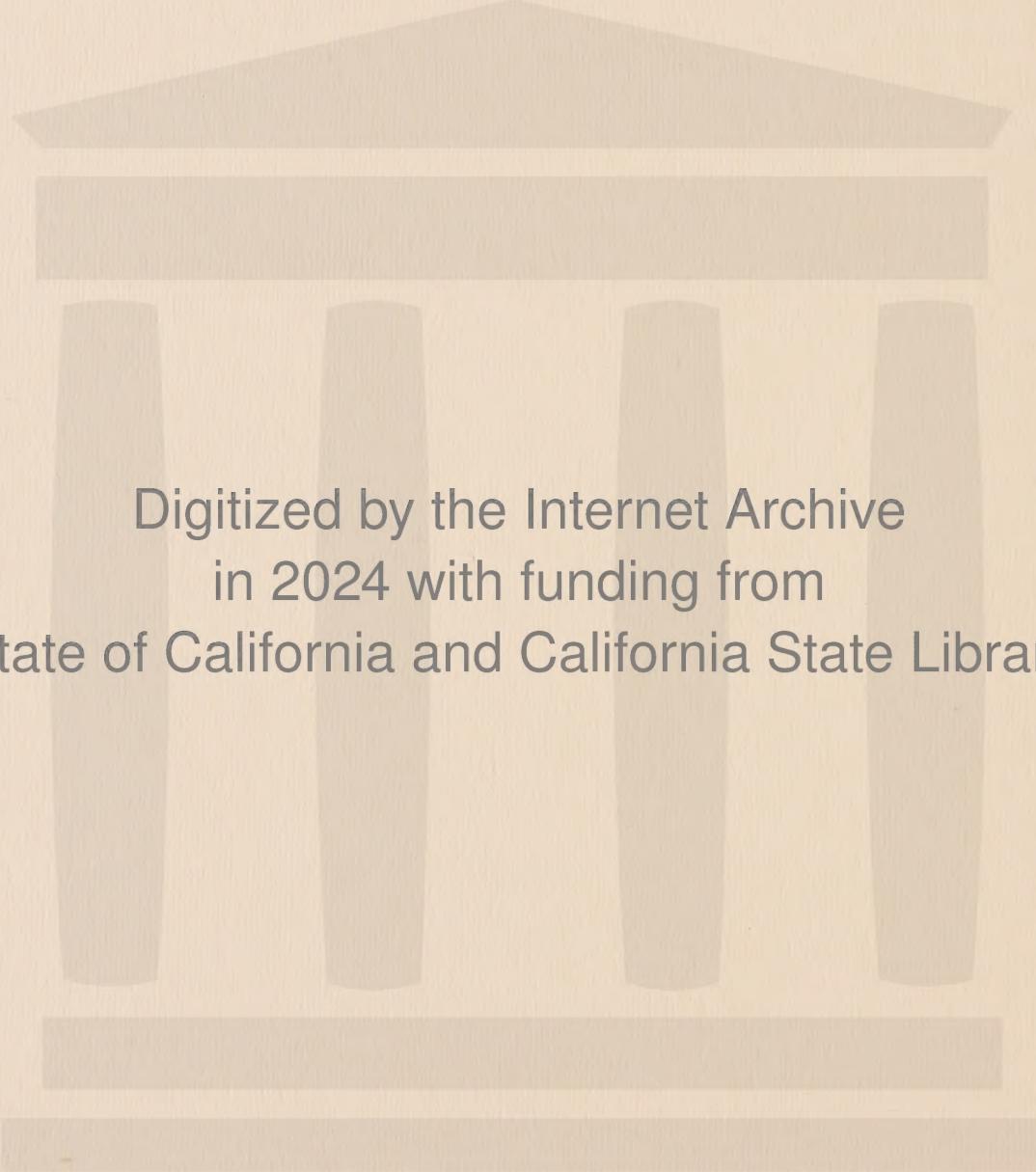




O. Dahlstrand

# A Sociological Study of the Monterey Area

GENERAL PLAN STUDIES • MONTEREY, CALIFORNIA



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A SOCIOLOGICAL STUDY OF THE MONTEREY AREA

Presented  
to the  
Planning Department of the City  
of Monterey

by

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October 2, 1968



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## INTRODUCTION

"You must tell the people they  
don't have much time . . . we must  
start thinking like mad . . . we must  
do something."

- Aldous Huxley

The time is now; the need is urgent; the risks of delay are great. The increasing demands placed upon city planners today are more sociological in character than ever before in the history of planning. Population pressures on urban centers, poverty, racism (white as well as black), unemployment, ghettoization, housing shortages, housing discrimination and the resulting de facto segregation of schools are such intricately interrelated problems which make a community analysis difficult. The urgency of the unmet needs of millions of Americans lead to alienation, frustration and often violence in our cities. The volatile nature of the dissatisfied who are crowded together in urban areas today places a heavy burden of responsibility on the city planner.

The emphasis of this study will be on the quality of the environment. Stress will be on the social environment rather than the physical environment. However, the sociologist often finds the social environment is affected by physical planning. All too often human values and the quality of life are sacrificed for bigness, sameness, mediocrity, or materialism. The human dimension should be as carefully planned for as the physical aspects of the city.

Morton Hoppenfeld, planning director with the developer of the new town Columbia near Baltimore, recently spoke of the vital relationship between city planning and the social environment:

*Urban design is illusionary or impossible if we conceive it in non-human, futuristic abstractions . . . If our culture continues to desensitize the individual, diminish the sense of community identification, pride in and love of brother, then we can have no place to come together in peace and delight . . . If we continue to flee from each other because of poverty and color then we have no need for beautiful cities.<sup>1</sup>*

The orientation and the language of the sociologist are quite different from the optimistic Chamber of Commerce approach in speaking of a community. The sociologist is neither a Pollyanna nor an ostrich in view of the city and

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1. Hoppenfeld, Morton, speaking before the American Society of Planning Officials in San Francisco, May, 1968

its problems. It is not the role of a sociologist to "whitwash" community issues nor does he have an ax to grind. Sometimes the statements of the sociologist may appear either harsh or pessimistic to some who would like to close their eyes to reality. For these reasons the viewpoints of the sociologist and his recommendations may not gain consenses among policy makers.

Often the conclusions of the sociologist, after making a thorough study of a community, are unpopular with those who comprise a vested interest in the status quo. Sometimes the facts uncovered in sociological research may painfully probe the conscience of a concerned, yet formerly unaware, community.

Regardless of the resistance of some to full acceptance of the conclusions of sociological research of a community, the responsibility of the sociologist is to report honestly on his findings. He must point out the correlation between policies, practices and social problems. This means much of the material in this report will be controversial and some critics may say that the lid should never have been lifted on Pandora's box. However, the writer will "tell it like it is" and also "make it relevant". These are two of the most honest and persuasive appeals of youth today.

As far as this researcher has been able to determine,

this is the first comprehensive sociological study that has ever been made of the city of Monterey. Officials at all the agencies contacted spoke of the great need for such research and their frustration at not having such information at their fingertips to aid them in their policy making.

The writer is deeply indebted to the hundreds of the residents of the city of Monterey, the Monterey Peninsula and Monterey County for their cooperation in the compilation of this work. Their help, their sustained interest and encouragement sparked the sociological imagination of the writer. I want to thank all the friends and acquaintances who gave generously of their time to act as a sounding board for some of the formative stages of the study. The insight and sophistication of many people have been most valuable in the development of my ideas and the refinement of the statistical data. There were dozens of officials in public and private agencies, businesses, and schools who gave generously of their time for interviews. A list of the individuals, officials, and public agencies which were involved in some way in helping the writer is included at the end of this study.

I would like to give my personal thanks and appreciation to our Planning Director, Mr. Richard M. Garrod, and our City Manager, Mr. John H. Nail, for giving me

this opportunity to do this study and for their patience in waiting for its completion. It was through them that I really got to know the community and to "really see it" as it is.

Although many individuals were invaluable in the compilation of the statistical data and in an understanding of the social composition of the community, the responsibility for the analysis and the recommendations rests entirely on the writer. Any mistakes are entirely mine.

Hopefully, a public presentation of this study will allow the critics or supporters of this study's conclusions to be heard.



## PART I: CITY PLANNING IN CONTEMPORARY AMERICA

*The city is the supreme expression of a people's cultural level. It is the most imaginative, costly, and substantial demonstration of what men can do together to enrich and ennable the environment where they pass the brief years of their existence. In its organization of space and social development the city is the difference between civilized man and the cave dweller.<sup>2</sup>*

A few years ago, when the editors of Fortune Magazine published a series of essays by a group of experts on the city, the attention (and often anger) of city planners and sociologists focused on Jane Jacobs. Her plea was simply that "Downtown is for people." Miss Jacobs contended, "There is no logic that can be superimposed on the city; people make it, and it is to them, not buildings, that we must fit our plans."<sup>3</sup> A few years later, Miss Jacobs elaborated on these ideas and made new attacks on urban

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2. Higbee, Edward, The Squeeze, New York, Morrow, 1965, p. 26
3. Fortune Magazine, editors, The Exploding Metropolis, New York, Doubleday, 1958

renewal methods in another book. She claimed that mass clearance of slums and replacement with new housing projects ruined the excitement, diversity and vitality of the city.<sup>4</sup>

Early in the history of city planning the focus was on the physical planning of the community. Plans for city development were designed in a dispassionate way with little concern for the people who were to live within the confines of the city boundaries. Planners looked to guidelines in zoning and land use maps and envisioned the orderly development of the city within zones designed for industry, commercial and residential areas. However, how people would "fit" within the jigsaw pattern of zones or how residents would react to the physical plan were not concerns of the early city planner.

With the development of a relatively new social science, social ecology, an added dimension was given to city planning. Social ecology can be defined as the reciprocal influences among people, social organizations and the physical environment. It is concerned with the spatial distribution of social problems as well as population density, size, heterogeneity and mobility. In other words, social ecology is the study of man in relation to his environment. Quinn has described it in this way:

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4. Jacobs, Jane, The Death and Life of Great American Cities, New York Random House, Inc., 1961

*Man cannot live apart from environment. The latter continually sets conditions to which man must adjust; it supplies food and drink and air to satisfy his biological needs, and it acts both directly and indirectly to influence his behavior. At the same time, man as a living organism continually modifies his environment. Adjustment occurs in a never-ceasing interaction between the two.*<sup>5</sup>

The most famous social ecologists were Louis Wirth, Ernest Burgess and Robert Park of the Chicago School of Sociology at the University of Chicago during the 1920's and the 1930's. Wirth, Burgess and Park did ecological studies (in a quantitative and descriptive way) of the relationship of social problems and their spatial distribution in Chicago.

Recently Janet Abu-Lughod has written of the "new" ecologists who have added still another facet to social ecology:

*...the new ecologists accept the idea that ecological factors do have effects on spatial arrangements and social behavior. They, too, feel that there is an important relation between physical and social space. However, they see the factors of space, numbers, growth, rates, density, etc...after being filtered through the social structure, the value systems, the technology, and the economy. Ecology is shaped and modified by social and economic factors and these in turn are altered by ecology.*<sup>6</sup>

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5. Quinn, James A., Human Ecology, Prentice-Hall, New York, 1950, p. 18
6. Abu-Lughod, Janet, "The City is Dead - Long Live the City: Some Thoughts on Urbanity," The American Behavioral Scientist, September, 1966, pp. 3 - 5

Modern city planners are impaled on the horns of a dilemma - the inherited city. The older city is still heavily committed to the uses (and often misuses and abuses) of the past, plus the old buildings, the outmoded circulation routes and the obsolete patterns of development. The big question is how to adapt contemporary needs to the old traditional patterns. Adaptations must be made for cities cannot be discarded after they become obsolete. The piece-meal renovation taking place under the aegis of urban renewal in many cities is costly, disruptive and often bitterly resisted by the traditionalists, the critics and the displaced. Since city planners cannot make zoning and land use maps retroactive, they must carefully evaluate present policies and trends in order to detect the direction in which the city seems to be headed. This requires periodic reassessments of city goals and revision of city plans.

In most cities progress in city planning is often slowed by appointed planning commissioners who have never had courses in city or regional planning, sociology, social problems or ethnic group relations. Each of these courses should be required of every individual involved in city policy making today. The orientation of many cities' planning commissions has been primarily in business or industrial development rather than in planning to meet the residential and recreational needs of a heterogeneous

population.

In any comprehensive general plan, flexibility should be the key word. In the same way that the fat lady, after gaining weight, must readjust her dress pattern so, too, the comprehensive, long range general plan must be let out at the seams and adjusted from time to time to allow for growth and change.

Contemporary city planners must be aware of the important social changes and population shifts which have taken place within the last few decades and carefully weigh the effects these factors have had on their cities. Planners must also be visionaries and anticipate future growth patterns and the effects that demographic changes will have on the city's development.

There have been a number of significant population movements during the last fifty years which have reached peak periods during the decades of the 1950's and the 1960's. These include:

1. the rural to urban movement
2. the westward and northward movement
3. the Negro migration from the rural south to the urban centers of the north
4. the urban to suburban movement
5. the developing slurbs<sup>7</sup> and strip cities
6. the megalopolitan trend

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7. "slurbs" defined as "sloppy, sleazy, slovenly, slipshod semi-cities" by California Tomorrow, Inc., in their "California Going, Going..." booklet by Samuel E. Wood and Alfred E. Heller, p. 10

Cities have acted as magnets attracting the displaced (by man, the machine or the elements), the impoverished, the landless, the hopeless and the jobless. Cities also attract the adventurous, the ambitious, the upwardly mobile, the highly educated and the highly specialized. Cities serve not only as containers for people but also as repositories for culture, religion, art and education. The excitement, rhythm, heterogeneity, and endless variety of people and interest enrich the city. They can also complicate it.

The city within the last few years has begun to carry greater influence and political weight. This has been the result of resistance by many city dwellers to the rural control of state legislatures. With the Supreme Court decision of "one man, one vote" and the establishment of a new federal department (Housing and Urban Development) the city has received new attention. At last an urban vote is equal to a rural vote and the stress is on "urbiculture rather than agriculture."

Planning in Monterey must be within the context of these great social changes and population movements which have touched on every region of America.

PART II: PLANNING FOR GROWTH IN THE CITY OF MONTEREY

*"We shape our buildings and then  
our buildings shape us."*

- Winston Churchill

Many cities have "just grown" like Topsy, without foresight, or clear-cut community goals, or city plans designed to achieve these goals. Over a hundred years ago an observer remarked about the lack of design in the city of Monterey:

*"The capital of this queer country," says one of the army officers, "is a mere collection of buildings scattered as loosely as if they were so many bullocks at pasture; so that the most expert surveyor could not possibly classify them into even very crooked streets....The dwellings . . . are all built of adobe. . .the center is occupied by a large hall (Colton Hall) to which everything else is subordinate . . .The Hall is designed and used for dancing."<sup>8</sup>*

Monterey cannot be compared to any other city in the United States. It is truly unique in its setting, history, architecture, culture, heterogeneity of its population

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8. MacFarland, Grace, Monterey, Cradle of California's Romance, Weybret-Lee Press, 1914, p. 43

and its economy. Since it is not a microcosm of America or the world, it cannot be stereotyped and grouped with other cities of the same size. The Monterey Peninsula cannot be classified as either city or suburb. Nor is it rural or non-farm. We are neither a bedroom suburb nor a satellite community of San Francisco. So far we have not "blended" with San Jose and San Francisco into a megalopolis. However, in the latest special census (of 1966) we were finally categorized. Monterey, together with the Salinas area, now are a SMSA (standard metropolitan statistical area). The U. S. Bureau of the Census has defined an SMSA as "a county or group of counties containing at least one city or a pair of "twin cities" with over 50,000 people."

One big problem which concerns many residents in a community which begins to grow rapidly and extend its development to the city's borders, where it merges with other cities borders, is the loss of community identity. Each old city wants to retain its old unique character and to continue to project the same old image. However, many American cities become anti-cities as they run out of space following rapid population growth with its concomitant bulldozing and construction of jerry-built houses. This type of large-scale project may enrich the bank accounts of the opportunistic speculator and developer yet impoverishes the community in terms of its character, beauty and identity. Often these

anti-cities begin to look alike in terms of what William H. Whyte, Jr. has called their "vast redundancy"<sup>9</sup>. A California composer has indicted such housing developments with their "ticky-tacky" boxes, little boxes." Gertrude Stein, one of the most famous expatriates living in Europe, caustically wrote of her old hometown, Oakland, with its loss of identity by stating, "When you get there, there isn't any there there!"

The importance of establishing community goals for Monterey and having a General Plan geared to long range development is to help retain the important identity of the city. However, we must look at the community in the proper perspective in time and space. In time - in terms of the last third of the twentieth century. In space - in relation to the entire Monterey Peninsula. Monterey cannot plan its future development without consideration of the problems and development of the entire Monterey Peninsula. Some of the problems encompass an even greater area which extends from Moss Landing to Carmel Valley and Salinas. Many other problems are common to the entire 12th Congressional District (comprising three other counties besides Monterey County.)

The present General Plan for the city of Monterey

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9. Fortune Magazine, editors, The Exploding Metropolis, p. 19

(prepared in 1959) emphasized this important link of the city to the entire Peninsula in these words:

As the principal city, and cultural and commercial heart of the metropolitan area, Monterey will need to give continuous and enthusiastic support to the metropolitan planning program for the Monterey Peninsula. The citizens of Monterey have a share in the future of the entire peninsula, and a successful plan for Monterey cannot be prepared outside of the metropolitan context.

Since these words were written our frame of reference has encompassed a greater area in terms of land area as well as social and economic problems. Problems arising in one community have no respect for city boundaries and often become a threat to nearby communities. No Berlin-like wall can be built to block out the problems of contiguous areas. Smog is new to the Monterey Peninsula and the air pollutants discharged from the smoke stacks of the heavy industries of Kaiser Aluminum and Pacific Gas and Electric at Moss Landing are a concern to all those interested in "clean air", their health, and the beauty of the Peninsula. The smog problem must be attacked on a regional basis which means the cooperation and coordination of many agencies and policy making groups in a number of communities. The Monterey-Santa Cruz County Air Pollution Control District is one agency actively involved in enacting legislation to end pollution in the entire region of the two counties.

Crime, like disease and smog, knows no political boundaries. We cannot keep problems "in their place", i.e., the place of residence of the violator. Neither can we push responsibilities and problems to other communities to solve. There are some fitting words from an old spiritual, "there ain't no hiding place no more." Recently, a southern California scientist remarked that there is no longer an "away" in terms of "throwing things away." Scientific hardware litters outer space. "No return" bottles, beer cans, and other disposables litter America's beaches and highways. In the name of "beautification" of America, high fences are built along the highways which only partially screen the stacks of used tires and discarded automobiles.

Ghettoization of a minority group can result in problems which "spill over" to threaten other communities. The segregation of Negroes in East Palo Alto, Marin City and Seaside have a combustible quality which from time to time explode in racial "incidents" and violence in their nearby communities.

Thus, there is a need for an end to provincialism. Communities crowded together sharing the same region must also learn to cooperate in tackling their common problems. Cooperation and coordination of all cities on the Peninsula can bring about greater efficiency, economy and harmony in

government and services. Multiplicity and Balkanization of private and public agencies frustrate honest efforts to resolve problems.

A sub-committee on economic development of the federal government recently published some guide-lines for metropolitan growth and made a recommendation favoring modernization of governmental structures in metropolitan areas for more efficient and effective coping with problems:

1. There are grounds for believing that an integrated approach to area-wide problems such as transportation is, over the long run, more efficient and economical per unit of service provided.
2. There are a number of problems which are not being met adequately or at all for lack of a metropolitan approach. For example, there are few if any metropolitan areas which have a public policy with regard to the provision of open space for future development and recreational needs.
3. We believe that these problems are of such mounting importance that sooner or later they will compel government action. We think that these governmental policies should be developed and carried out at the level of government closest to home. These matters - transportation, air pollution, and the like - cannot be tackled by small local jurisdictions. A metropolitan level of government could cope with these matters without sacrificing local control.

*Failure to establish metropolitan governments with wide powers will lead to a greater loss of self-determination in local affairs through the continuous transfer of responsibility to the state and Federal governments.<sup>10</sup>*

There are thousands of residents of the Monterey Peninsula who are socially and economically interdependent. They cross city lines to go to large shopping areas, to the theatres, to parks, and to work.

The former city planning director of Modesto has spoken of the values of maintaining a community image and the desire to retain local autonomy - yet the greater need for regional cooperation and communication:

*While every city and every county wishes to retain its identity and preserve its growing home rule autonomy, it is more and more evident that the locality is a part of a region and a state, the governmental and private interests of which are bound together by mutual problems and mutual opportunities. The enlarging scope of urban activity, the requirements for transportation, the needs for conservation of natural resources, the preservation of aesthetics and the values of property require planning on a cooperative, mutually dependent basis.<sup>11</sup>*

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10. "Guiding Metropolitan Growth," Research and Policy Committee of the Committee for Economic Development, August, 1960, p. 9

11. Smeath, George H., "Local, Regional and State Planning - How Are They Related?" at the Seventh Annual University of California Conference on City and Regional Planning, San Francisco, May 8, 1959

Some Peninsula residents, concerned over the costs of many small governments providing similar services in fire and police protection, etc., have suggested the borough system of government. Boroughs have been successful in Pennsylvania, Connecticut and New Jersey as well as in New York City.

PART III: SOCIOLOGICAL CHARACTERISTICS OF THE MONTEREY AREA

INTRODUCTION:

One of the unique qualities which Monterey possesses is the heterogeneity of its population in terms of social class, race, nationality and its age distribution.

The entire Monterey Peninsula is unique in the fluidity and transiency of its population. The ebb and flow of the human tide on the Monterey Peninsula are difficult for policy makers to plan for and to accommodate. Researchers, statisticians, policy makers, census enumerators and educators find it almost impossible to make population estimates of the Peninsula at any one time. The elusive quality of the population frustrate public officials and agencies. There are a number of reasons for the apparent "now you see them, now you don't" attitude detected by this writer in many interviews.

Some of the factors which contribute to the transitory character of the area include the large military population, the seasonal workers from the Salinas farms and canneries, the rural migrants from the South, the large number of military retirees, the climate and beauty of the area which attract the elderly and the affluent tourists who lease homes for six months to a year. All of these factors bring

great stresses on existing facilities, agencies, and schools, as well as severe pressures on the inadequate housing supply. Welfare costs rise with greater demands for general relief, foster home care, aid to dependent children and a greater need for family services.

The strange paradox of overcrowded schools with urgent needs for passage of bond issues while a large percentage of the population is single, childless, or in the retirement years on a fixed income strike this researcher as a crucial problem on the Peninsula. Free public education is one of the great opportunities our country offers every child. Yet the quality of education is lowered when school bond issues are repeatedly defeated with the result that there is a shortage of classrooms, teachers, and equipment. Large classes and double sessions result.

Another great problem on the Peninsula is the voter apathy and the low percentage of the eligible voters who register and vote. There are many parents who cannot vote for the issues which critically affect them and their children's education. This segment includes many people in the seasonal, migratory work who are not in one community long enough to establish residency requirements for voting. Many of the retired residents and the military retirees have not lived in the area long enough to establish residency

requirements for voting. Thousands of servicemen are disfranchised temporarily due to their short stay in the area. One can also speculate that many of the recent arrivals from the rural south are illiterate and thus ineligible to vote.

Many others, eligible to vote, have not exercised their franchise in important recent elections. The Monterey Peninsula Herald reported several years ago that there was a possibility that federal investigators might be sent to Monterey County to check on the voting practices and that the literacy test would be suspended in any county where "less than 50% of the eligible population voted at the last 1964 general election."

The article went on to state:

. . . where less than half the adults vote, the tests are being used for purposes of discrimination.

Preliminary census figures released recently showed 224,276 persons in the county (includes permanent residents, transient workers, military people and prisoners at Soledad Correctional Training Facility.)

According to current estimates, half the United States population is over 25. Applying this ratio to Monterey County and making allowance for persons in the 21 - 24 voting age, it would appear that 130,000 to 140,000 might be eligible to vote. In 1964 a total of 66,315 persons voted in the general election in Monterey County. The 50% line would be 132,630.<sup>12</sup>

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12. "U. S. Decision due on County Vote Literacy Test," Monterey Peninsula Herald, March 10, 1966

Several weeks later the Herald reported that the Federal government would take no punitive action in Monterey County as a result of the special census. The Herald stated:

". . .the Bureau of the Census found that 52.5% of adults voted in the general election of 1964. Thus there will be no need to suspend the literacy test in the County or to send federal registrars into the County."<sup>13</sup>

The most shocking aspect of the early disclosure of the poor showing of voters at the polls was that there were only two counties in California (Monterey and Imperial) in which there was uncertainty existing after a special federal census was conducted to determine why less than 50% of the adults in these two counties voted.

The two counties could be compared in another aspect - the large number of seasonal and migratory farm laborers. No doubt many of these were illiterate and thus barred from voting.

Even after the decision was reached not to send federal investigators into Monterey County, the voting record still left a great deal to be desired in terms of community involvement, political sophistication, and citizen responsibility. It is doubtful that there were many

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13. "Census 'Clears' County," Monterey Peninsula Herald, March 30, 1966

counties outside the Deep South which had such shocking voting records. One of the strangest paradoxes discovered by this writer in her political analysis was the decline in voter participation at the same time that the county population showed a considerable increase in size.

At the time of the November 8, 1966 general election (in which Reagan unseated Governor Brown) only 60,037 Monterey County voters turned out at the polls. This was a decline of 6,278 voters from the 1964 low of 66,315 persons voting. During the years from 1964 to 1966 there was continued rapid population growth in Monterey County so one might speculate that the percentage of the population voting of the adults eligible would have been considerably lower than the 50% first reported in 1964.

After the 1966 general election a record total of 17,882 voters "has been struck from County registration lists for failure to vote. . . Democrat stay-at-homes outnumbered Republicans by nearly 2 - to - 1," reported the Herald.<sup>14</sup>

Voter apathy is not a new phenomenon in Monterey. MacFarland reported a similar pattern existed nearly a hundred years ago:

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14. "Drop-outs", Monterey Peninsula Herald, December 15, 1966

*So sleepy had the old capital become that when an election was held November 6, 1872 for the purpose of changing the county seat, she offered no opposition. It was moved to Salinas, where it still remains.*<sup>15</sup>

Eugene Lee has reported on political participation in California counties. In this study Monterey again comes out with a poor voter turnout. He reported that only 51.6% of those eligible to vote in the 1960 election had exercised their franchise. This was 16.6% less than the state average while the percentage of those registered to vote was 19.1% less than the state average.<sup>16</sup>

The most recent election held in Monterey, the Monterey Peninsula Unified School District bond election of September 17, 1968, had a very low voter turnout. Only 30% of the voters participated by casting their ballots on this vital public issue. The Monterey Peninsula Herald has reported that this was "about normal for a school finance election. However, the last bond vote held in the Monterey district (in 1961) drew only 18 $\frac{1}{2}$ % of the voters."<sup>17</sup>

This study is a sociological one yet it is important

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15. MacFarland, Grace, Monterey, Cradle of California's Romance

16. Lee, Eugene C., California Votes, 1928 - 1960, University of California Press, Berkeley, 1963

17. "MPUSD Issue Far Short of Two-Thirds Tally," Monterey Peninsula Herald, September 18, 1968

to look at the political behavior and composition of a community in order to try to analyze the sociological factors influencing political decisions or public apathy.

One might theorize that a large percentage of those voting against school bonds includes the elderly. In the period from 1960 to 1967, the greatest percentage increase of different age groups was in the group over sixty-five. We can predict that if this trend continues toward an elderly population, it will have a great impact on public education.

In analysing the vote by precincts the researcher found that a curious phenomenon occurred, i.e., in areas where the new building program was most needed to prevent overcrowded classrooms and double sessions, the vote was extremely light and in some precincts the necessary two-thirds tally was not forthcoming in the September, 1968 election.

A similar pattern was detected by the writer in studying the results of the unsuccessful 1963 Monterey Peninsula College bond election. Seaside voted against the issue, yet when a group of MPC Sociology students participated in a 1966 survey in Seaside it was found that the goal most desired by parents was a college education for their children. Further analysis of the political participation of the Peninsula reflects the socio-economic class of the

residents. Running true to the national picture - as the income level and educational attainment rise, so does the extent of voter participation.

The writer has come to the conclusion that the voter apathy and low voter turn-out at all elections is the result of many complex factors which are interrelated and which require very thorough study by a political scientist.

The long history of voter apathy on the Monterey Peninsula should be a challenge to the policy makers and should give them a greater awareness of the type of population for which they should plan their cities. Social, economic, political, racial, and educational problems are deeply enmeshed and difficult to probe and analyze.

1. Historical heritage of Monterey:

*Plymouth Rock must ever share with Jamestown historic primacy in the settlement and colonization of our eastern Seaboard. On the Pacific, Monterey, antedating both Plymouth Rock and Jamestown was the supreme and unrivaled civilizing center for all that vast coastline that stretches a thousand miles from San Diego to Puget Sound.*<sup>18</sup>

The history of Monterey is exciting and culturally rich. Flags of both Mexico and Spain flew over Monterey before the Bear Flag was raised. In the early days of Monterey there was a constant holiday air. Ford has written of this era, "The festival spirit so possible in California where all nature lends itself to every form of outdoor amusement was the particular heritage of Spanish Monterey."<sup>19</sup>

During the quarter of a century from 1821 to 1846 there was "a twilight of Latin supremacy and the dawn of Anglo-Saxon rule in California," according to Ford's account.<sup>20</sup>

At the Constitutional Convention held at Colton Hall

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18. Ford, Tirrey L., Dawn and the Dons, Bruce Brough Press, San Francisco, 1926

19. Ibid, p. 138

20. Ibid, p. 154

in September, 1849, eight of the delegates were Californians (i.e., natives of the Territory) who could neither speak nor understand English so that an interpreter was required.<sup>21</sup>

Powers has written of Old Monterey as the "fusing of three nations, two of them rich with the heritage of old civilizations, overlaid by rugged Cape Coddlers, who came a-whaling along the blue coast, liked it, tarried, married its daughters (and) grew rich."<sup>22</sup>

Later other nationalities and races made Monterey a more cosmopolitan community with the arrival of the Chinese, Japanese, Portuguese, Sicilians, Norwegians and Scotch. In an early guidebook to Monterey the editors described the Chinese and their "colony" on the edge of Monterey:

*Chinatown is distant from Monterey about one mile from the outskirts of the town and situated on one of the numerous small bays that line the Bay of Monterey ... Its inhabitants are frugal, industrious and well behaved... they are a sober, honest set of men.*<sup>23</sup>

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21. MacFarland, Grace, Monterey, Cradle of California's Romance
22. Powers, Laura Bride, Old Monterey, San Carlos Press, San Francisco, 1934
23. The Handbook to Monterey and Vicinity, Monterey, 1875, pp. 49 - 50.

2. Cultural heterogeneity:

Monterey has retained much of its early excitement, culture and charm, its old adobes and the important fiestas and traditional celebrations of the Mexican - Spanish era. It has also continued to enrich its cultural fabric by adding many new nationality groups. With the opening of the Defense Languages Institute at the Presidio and the foreign student program at Monterey Peninsula College, the cultural heterogeneity of the area has been enhanced. Native teachers and students from Latin America, Africa, the Mid-East and the Far East add cultural variety to the rich old mosaic of Monterey. It is not uncommon to see Indian saris and Chinese dresses worn on the streets of Monterey. Gourmet shops and specialty stores carry a broad range of foreign foods from Persian desserts to Chinese noodles, Japanese saki, Italian cheeses and the soul-food of "chitlins" of the southern Negroes.

3. Population:

In 1852 when the first census was taken of Monterey County the population was only 2,738. This early census not only included a nose count of the human population but listed the animal population as "2,503 horses, 354 mules, 4,370 cows, 1,139 oxen, 3,355 sheep, 1,524 hogs

and 9,013 poultry."<sup>24</sup>

In 1860 California had a population of less than 400,000. A little over one hundred years later California became the most populous state with over twenty million people.

In 1908 a census of Monterey was included in an affidavit signed by City Clerk, W. E. Parker. Mr. Parker wrote, "I have taken a complete census of the city of Monterey and. . .find 3,899 (exclusive of Mongolians). There are 187 Chinese and 116 Japanese making a total of 4,202."<sup>25</sup> Early historical documents do not state but lead one to suspect that there was second class citizenship given to Orientals.

By 1920 the population of the city of Monterey was 5,470. This figure was nearly doubled in the twenty years before 1940, and by 1968 Monterey had more than tripled its 1940 population. Estimates of the 1968 population of Monterey were 30,000. This was an increase of approximately 8,000 over the 1960 census (see Appendix A).

The Monterey Peninsula also had phenomenal growth during this century. The Monterey Peninsula Herald has pointed out, "The Monterey Peninsula had a 3100% increase during the first fifty years of this century."<sup>26</sup>

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- 24. WPA Historical Survey of the Monterey Peninsula, Project 4080
- 25. Ibid, File 6, January 21, 1937
- 26. Monterey Peninsula Herald, January 1, 1950

By 1966 the four largest cities (Monterey, Carmel, Pacific Grove and Seaside) comprising the Monterey Peninsula had a combined population of 62,697.<sup>27</sup> The total population of the Monterey Peninsula (including in addition to the above cities, Carmel Valley, Carmel unincorporated, Del Rey Oaks, Pebble Beach, Marina and Sand City) in 1966 was approximately 89,917.<sup>28</sup> By adding an estimated 32,000 military dependents living on post, the figure is approximately 122,000 (as a minimum estimate) for the total Peninsula.

Seaside and Marina have had the most rapid population growth on the Peninsula. Seaside grew from a population of 2,500 in the decade of the 1940's to 22,004 in 1966. By the annexation of part of the Fort Ord property in September, 1968 the population of Seaside soared to 32,000 making it the largest city on the Peninsula and the second largest in the County.<sup>29</sup>

Marina's growth rate is almost unbelievable. It grew from 3,310 in 1960 to an estimated 7,406 in February, 1966 and is expected to reach 30,000 by 1980. During the decade of the 1950's the population increased at the phenomenal

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27. California Statistical Abstract, October, 1967, p. 31  
28. Monterey Peninsula Chamber of Commerce, April, 1966  
29. Monterey Peninsula Herald, September 20, 1968, p. 1

average rate of over 20% per year.<sup>30</sup> Speculations have been made on its future development as a popular bedroom community serving the industrial centers which will develop at Moss Landing and Salinas.<sup>31</sup>

There has been acceleration in the rate of population growth in the County during the last seven years. During the period from 1960 to the special census of 1966, there was approximately a 20% increase in the County population. During the period from July, 1966 to July, 1967 there was a 4.3% population increase.

The 1960 Monterey County population of 198,351 continued to expand so that by 1966 the population numbered 225,300. Migration accounted for a large part of the sizeable population increase in the County from 1950 to 1960. During this period 12.2% of the net gain was due to migration, according to the O. E. O. Population Profile. If this growth is maintained, the County population could double in less than ten years. By 1980 (based on a high estimate by the MPUSD)<sup>32</sup> Monterey County could reach 425,000 which would exceed the total population of California in 1860.

In 1960 only 60% of the population in Monterey County

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30. Monterey Peninsula Unified School District Building Program, Data for Phase A

31. Ibid

32. Ibid

was "urban" compared with 70% for the nation and 86% for the state.<sup>33</sup> However, both Monterey County sources and the Bank of America study indicate the trend will be toward greater urbanization in the County to 1975.

By 1980 it is predicted that the population of the Monterey Peninsula will be 152,000.<sup>34</sup>

According to the General Plan for Monterey adopted in September of 1959, the holding capacity for the city was set at 51,000. Holding capacity refers to the ultimate, potential population that can be accommodated within the city based upon the proposed land use plan and population densities set forth in the general plan. It is expected now that the city will reach this number before 1985. Thus the city of Monterey will have approximately one-third of the Peninsula population in 1985.

The problem facing the city of Monterey is how to accommodate a population of that size in their limited land area. Some cities, such as San Francisco and Foster City, have partially solved their problem by bay fill. Others, such as Seaside and Palo Alto, have added

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33. "Focus on Monterey County, An Economic Study of the Salinas-Monterey Metropolitan Area," Bank of America, September, 1967

34. "An Economic Survey of the Monterey Peninsula," Research, Inc., prepared for the Monterey Peninsula Board of Realtors, 1964. Their source for this estimate was the California State Department of Finance Report, "Provision Projections of California Areas to 1980".

substantially by annexation. The limited, valuable land area of the Monterey Peninsula has been used up largely by horizontal rather than a vertical growth pattern. Single family residences have nearly exhausted the land area of several Peninsula cities - especially Carmel.

Monterey County had a density of 67.8 persons per square mile in 1966. Although this may appear to be a low density, it exceeds more than 75% of the counties in the U.S. The trend toward higher density was observed in the decades of the 50's and 60's. Monterey County nearly doubled its density from 1950 to 1966 (from 39 per square mile in 1950).

It can be predicted that Monterey will substantially increase the density of its population in a limited land area plus developing greater problems of traffic circulation, traffic congestion and safety, housing shortages and unemployment. All of these problems could become acute unless there is long range planning based on a thorough study of the socio-economic factors involved in rapid population growth and unless there is a regional approach to problem solving.

#### 4. Population characteristics:

##### a. Ethnic composition:

The Monterey Peninsula has a pronounced

pattern of racial segregation. Each community does not have a ghetto in which low-income minorities live but the majority of the non-whites reside in only one city - Seaside.

Carmel is predominantly all white. The city of Seaside estimates that approximately 18% of its population is non-white (predominantly Negro). Monterey County has a relatively low percentage of Negro population compared to the United States as a whole.<sup>35</sup>

In Monterey County in 1950 the non-white population made up 6.2% of the total population. By 1960 this group made up 9% and by 1966 had increased to 10% (of which 44.7% were Negroes). The heavy concentration of Negroes and other non-whites was in Seaside.<sup>36</sup>

On February 10, 1968, Mr. James Pullen, Director of the Monterey office of the California State Department of Employment, gave the following racial composition for the Monterey Peninsula: "Of the total Peninsula population of 105,000, 6.6% were Negro, 3.9% Oriental (Japanese, Chinese,

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35. See Appendix for table on racial composition of Monterey County.

36. "Demographic Profile," O.E.O., page CP-018 (See Appendix F5)

Filipinos), .1% Indian, and .9% Mexican-Americans."

It is nearly impossible to give an exact figure for the Negro population in the area. This is due not only to the continuing tide of migrants into the area and the transiency of the population but also to the fact that many seem to escape being counted. This has reflected the national picture as described by Sylvia Porter:

*Due to the population "undercount" of the 1960 census, it was estimated that approximately 5.7 million living Americans don't officially exist. The most significant factor in the undercount was the Negro male, of which it is estimated one out of six were not counted.*<sup>37</sup>

Monterey County also has a sizeable Mexican population although an exact count is impossible to arrive at because individuals with Spanish surnames are included in the white category in the U.S. Census. (The ethnic survey conducted by the California school districts give us a better approximation of the Mexican population since they have included a category "white - spanish surname.") The heavy concentration of

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37. "Population Undercount," Sylvia Porter, Monterey Peninsula Herald, October 2, 1967

the Mexican population is in the Salinas area although as a result of farm labor cutbacks with mechanization of farms many of these people are unemployed and are now living and seeking work on the Monterey Peninsula.

Monterey County not only has a higher percentage of Negro residents than the state as a whole, it also has a much higher percentage of residents of foreign stock (25.7% for Monterey County and 19% in the U.S.).<sup>38</sup>

b. Age distribution:

A glance at the population pyramids (Appendix B) will aid the reader in an understanding of this analysis of the age distribution of Monterey, Monterey Peninsula and Monterey County.<sup>39</sup>

Population pyramids are designed by demographers to represent the age and sex composition of a population. A glance at the San Francisco profile reveals that it is almost rectangular in

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38. County and City Data Book (foreign stock includes both foreign born population and native population of foreign or mixed parentage. Includes all residents in the U.S. who are not natives)

39. The sharp dark line on each pyramid represents the 1960 population shape and the dark shadowed pyramid indicates the 1950 population

shape. This indicates the decreasing population in the childhood years and the almost even distribution of all age groups (including the elderly). The high proportion of San Franciscans who are single and childless is reflected in the shape of its population profile. The majority of San Franciscans move to the suburbs when they start their families.

In contrast to the San Francisco pyramid, Monterey County resembles the classic pyramid shape - with a few distortions. One is the large number of males in the 18 - 25 year old groups. This reflects the heavy concentration of the military on the Peninsula. The large military population also accounts for the fact that males make up 54.6% of the County population.

The second anomaly is the declining percentage during the 1960's of young people in the 25 - 45 age group of both sexes and of women especially in the 20 - 25 year old group. This indentation in the pyramid structure can be interpreted to mean that there was a great exodus of young people from the area during the 1960's. Many high school graduates and junior college

graduates transfer to colleges and universities outside the area or to learn a trade or skill not available in this area. Upon their college graduation or their training period young people are not likely to return to the Monterey Peninsula where there is only a very limited division of labor. College graduates who would desire to return to their Monterey home area find their specializations lacking in an area primarily geared to tourists, retirement, and the military. Most jobs offered are for the unskilled, the semi-skilled, and in clerical, sales and services.

If these trends continue throughout the decades of the 1970's and 1980's, the result will be a serious "brain drain" from the area. This can bring demographic, social, educational, political and economical repercussions.

With an easing of international tensions and the end of the Viet Nam war, predictably there will be a sharp cutback in the military personnel on the Peninsula. This development will further accentuate the dwindling numbers of the young adult population.

The Reverend Karel Vit has coined a new

expression, "the missing generation"<sup>40</sup> or those between the ages of 30 to 65 who, out of their own choice or necessity because of work, have least to say about the running of their city or their government. In Monterey County the group from 25 - 45 years are not the "drop-outs" because of their lack of political involvement but simply because they have abandoned the area.

Another population change which appears to be a well established trend showed up during the decade of the 1960's. This was the increasing percentage of the elderly in the area. While the general population increase in Monterey County in the period from 1960 to 1966 was 19%, within the age group of 65 years and older there was a 30% increase. In numbers this indicated an increase in the over 65 year old group from 12,385 in April, 1960 to 16,100 in July, 1966 (see Appendix, page D).

This trend toward an aging population in the County is further accentuated on the Monterey Peninsula. The Social Security Administration has estimated an 80% increase in social security

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40. Vit, Karel, sermon at the Unitarian Church, Monterey, California, September 29, 1968, topic: "The Missing Generation".

beneficiaries on the Peninsula from 1960 to 1968.<sup>41</sup> Mr. Land has estimated that 14.15% of the Monterey Peninsula population is over 62 years of age. In 1960 9.7% of the white population and 6.1% of the non-white population in the United States were over 65 years of age.

The Bank of America has estimated that 6,000 retired military personnel and their families live in Monterey County.<sup>42</sup>

There are those who strongly suggest the desirability of a "tourist-retirement haven."

The Bank of America has stated:

*Monterey County has long been known as a center for tourism and retirement, and these activities have been important sources of outside dollars for a wide range of service and trade industries. The growth of tourism and retirement is expected to continue.*<sup>43</sup>

Planners might consider very seriously the advisability of making the Monterey Peninsula a mecca for the elderly. The continued pattern of building convalescent hospitals and retirement communities for the elderly will have a decided effect on the age distribution in the area.

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41. Land, Ira T., Social Security officer, Monterey, California, September, 1968
42. "Focus on Monterey County," Bank of America, September, 1967
43. Ibid, p. 10

The Monterey Peninsula with its changing age distribution is similar to the national pattern in that we are growing both older and younger. That is, the life span has increased (because of better medical care, new drugs, greater leisure) while there has been an increase in the number of babies and small children (despite the sharp drop in the birth rate).

The Monterey Peninsula is very complex in terms of social class and family size. Often a disproportionate number of low income families are concentrated in one area. The Monterey Peninsula Herald on January 17, 1969 reported that "Monterey provides most of the local tax money while Seaside has the majority of children on whom it is spent.

Monterey County is unique in its population of children. It has the highest ratio of children to mothers in the state. There are 128,000 children in the County of which 37,000 are of school age (under 19 years of age).<sup>44</sup>

There has been a trend toward a higher percentage of the population in the under five age group. In 1960 11.3% of our population was under 5 years of age. However, by 1966 this group had increased to 13.2% of the

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44. LAND, Ira T.

population. This is 3.2% higher than the national average. (See Appendix LF5).

We can say that Monterey County is following the national trend which is resulting in the strange paradox of a population becoming both older and younger. Never before in the history of Monterey County have we had such a large population under five and over 65 years of age.

If these trends continue of an increasing childhood population, a dwindling adult population in the economically productive years, and an expanding leisure class of the elderly in Monterey, the profile of the population age distribution in 1980 will more closely resemble an hour glass instead of a pyramid.

What are the effects of such population changes? What inferences can be drawn with other areas?

In many ways the population distribution and trends in Monterey County compare with the patterns established in the underdeveloped nations of the world where nearly half of their populations are under 18 and over 65. This brings about a great "dependency ratio", i.e., the number of people in the non-productive years dependent on the age group in the productive stage. The SMSA of Monterey-

Salinas had approximately 45% of its population in the non-productive ages under 18 and over 62; Mexico has 58% in these categories.<sup>45</sup> Any area or country which has 50% or more of its population in the non-productive age groups can foresee economic and social problems developing in the future.

It is illusory for Montereyans to believe that 55% of its population could be classed in the productive age groups. Demographers would have to deduct from that percentage those who are unemployed, physically handicapped, mentally retarded, mentally ill, and incarcerated in correctional facilities.

The sociological implications of the changing population on the Peninsula are great. What we see developing is not only a great age gap or a generational gap, but the "missing generation" which could act as a bridge between the young and the very old. Yet the young adults are continuing to leave the area which leaves two age groups almost at cross purposes to each other in terms of their needs. We have seen developing in this area

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45. These population figures extrapolated from tables in Sales Management, June 10, 1968, p. D22

what Steinbeck called "the terrible faith"<sup>46</sup> - the resentment and distrust of the young. This reached its peak in 1967 when the vigorous, youthful request for a Pop festival was denied. Youth lacked the finances, political weight, political sophistication and community leadership to be successful in their campaign. All of these the older population had.

Without a population well balanced in age groups and with the pronounced "deficit" in the 25 - 45 year olds, one can predict an increased resistance by the elderly to the interests and needs of the young - whether educational, recreational or cultural. (In one area they are banned from sitting in a city park.)

The effects of the "missing generation" and the increasing numbers in the leisure class of the retirees while the number of children expand is seen in the almost sure defeat of school bond issues the first time they are presented to the voters. Recent captions in the newspapers tell the story of resistance to financing schools better than this writer can:

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46. Steinbeck, John, Grapes of Wrath, Viking Press, New York, 1939

*"Defeat in 2.5 million dollar bond issue on parks, playgrounds;"*

*"Pacific Grove Rejects Tax Hike for Schools;"*

*"Voters Reject School Bonds;"*

*"MPUSD Issue Far Short of Two-Thirds Tally".*

To clarify the writer's viewpoints on the age distribution of the Monterey Peninsula population, it is important to point out that the elderly have an important role to play in the community and the desirability of the area will continue to attract them. It is important that their needs be recognized and met. However, it is more vital for the life of the community that the elderly and the policy makers have insights into the needs of children and youth. The community should do the best possible job in public education to train youth to be the citizens of tomorrow. The General Plan in the process of revision now will be primarily focused on the needs of this age group who will be the adults of 1985. Those who are resisting the needs of the young now will not be around then. Policy makers must also investigate means of providing higher education and a well balanced economy with highly diversified

specializations in order to hold the 25 - 45 year old group.

c. Socio-economic characteristics of the population:

Just as the population profile is beginning to show an hour glass shape so, too, the income distribution of the Monterey Peninsula is hour glass shaped. The income shape has changed from the pyramid profile during the depression years when the majority of the people were in the lower income group.

Monterey is a study in contrasts with a wide income distribution ranging from many families in Pebble Beach in the multi-millionaire class to the poverty stricken families in Seaside whose children go to bed hungry at night. Thus, the span of inequality is as great here as in many other areas of the United States. We have a higher percentage of families in the poverty bracket than the national average of one-fifth of the families which are poor.

As the table in the Appendix E for Income Distribution - 1968 indicates, over 21.1% of the households in Monterey County have annual incomes under \$2,999. A total of 35.6% of Monterey

families have incomes under \$5,000 annually whereas within the state of California only 15% of the families fall in that category.

Another way of looking at this table is to see that more than one-third of the families in Monterey fall below the poverty line. The Conference for Economic Progress considers a \$4,000 annual income as the poverty line for families (and \$2,000 for unattached individuals).<sup>47</sup> In other words, Monterey is in as deplorable a condition as was the nation when Franklin Delano Roosevelt spoke of "one-third of our nation is ill housed, ill clothed, and ill fed" during the Great Depression.

Within Monterey County there has been a 3.3% increase in the category of family incomes under \$3,000 annually. Whereas in 1960 there were 17% of the Monterey County families<sup>48</sup> in this category, by 1968 the percentage had risen to 20.3%.<sup>49</sup>

This substantial rise in the percentage of the impoverished could reflect many factors including the release of farm laborers as a result

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47. Meissner, Hanna M., Poverty in the Affluent Society, 1966
48. County and City Data Book, Table 2, p. 33, U.S. Department of Commerce
49. Sales Management, June 10, 1968, p. 13 (Appendix E)

of mechanization, the increase in the number of families who follow servicemen members of the family, the increase of the migration of elderly on small pensions, and the increasing percentage of the work force in low paying unskilled and semi-skilled jobs serving the tourist trade in motels and restaurants.

Monterey County had only a slightly lower median family income than the U. S. in 1960.<sup>50</sup> However, it was nearly \$1,000 less than the median family income for the state of California.

Although the median income is low for Monterey County, the effective buying income per household is high. According to Sales Management,<sup>51</sup> the average household in Monterey had an effective buying income of \$8,927, whereas the County figure was \$10,268. There are many young couples on the Monterey Peninsula where both husband and wife work. There are also many families in the millionaire class that would distort the per household average.

The per capita personal income for Monterey County is only \$3,147 which is 92.5% of the California per capita income.<sup>52</sup>

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- 50. County and City Data Book, Table 2, p. 33 (Appendix E)
- 51. Sales Management, June 10, 1968 (Appendix E)
- 52. Focus on Monterey County, Bank of America, p. 19

Within Monterey County the city with the largest percentage of the population in the poverty class was Seaside where 44% of the households had incomes under \$5,000 annually in 1968.<sup>53</sup>

The propinquity of Seaside to Monterey should be emphasized again here. The problems of poverty, unemployment, housing displacement and discrimination in Seaside bear directly on Monterey - its closest community. Seaside is unique in that it has the largest number of non-whites of any community between San Francisco and Los Angeles.

d. Military population:

For security reasons exact figures on the military personnel cannot be revealed. However, there are many estimates. These range from 42,235 to 55,500 at Fort Ord alone. Fort Ord is one of the largest Army bases in the West. In addition to the Fort Ord population there is a sizeable military population at the Naval Post Graduate School, the Naval Auxiliary Landing Field, the Coast Guard Naval Reserve Station, and the Defense Languages Institute at the Presidio of Monterey.

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53. Sales Management, June 10, 1968, p. 13 (See Appendix E)

One source has estimated the size of the military population is approximately 90,000 or more than one-third of the Monterey County population.<sup>54</sup> This includes all the military personnel, their dependents, and the retired personnel with their families. The retired military and their families total 6,000 alone.

The size of the military has been high on the Peninsula during World War II, the Korean War and now during the Viet Nam war. The military strength at the present time is at its highest since 1945.<sup>55</sup>

Some of the problems arising from this large military population on the Peninsula will be covered in the next section (Part IV).

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54. Focus on Monterey County, Bank of America, p. 10 (The 80,000 does not include the trainees).

55. Ibid, p. 9



PART IV: PROBLEM AREAS ON THE MONTEREY PENINSULA

*No man is an island entire of itself;  
every man is a piece of the continent,  
a part of the main. If a clod be washed  
away by the sea, Europe is the less, as  
well as if a promontory were, as well as  
if a manor of thy friends or of thine  
own were. Any man's death diminishes me,  
because I am involved in mankind, and  
therefore never send to know for whom  
the bell tolls; it tolls for thee.*

*John Donne  
Meditation XVII*

INTRODUCTION:

Keeping in mind the emphasis of this paper is on the need for maintaining or securing the quality of the environment, it is imperative to stress the interrelated aspects of our total Peninsula life.

The life of each Peninsulan is dependent upon the contributions of many other people. The Monterey Peninsula is of one social fabric and any weakening in any part of the fabric can destroy the design for living of many thousands.

The social problems on the Peninsula are of a vital concern to sociologists and policy makers. High rates of suicide, alcoholism, drug addiction and family disorganization

on the Monterey Peninsula reflect the anxieties, tensions, and frustrations of our fluid, transient population.

Honesty in looking at the problems of the Peninsula and carefully searching for the causative factors involved should be an invaluable first step in working for a solution. In the same way that the Peninsula communities are interrelated in terms of area and common problems, so, too, must the solutions be reached through cooperation and coordination of all communities.

Many of the personal pathologies, including mental illness, alcoholism, and drug addiction, are crimes against oneself. However, their effects reach beyond the immediate family to the entire community. Often these social problems are the result of the major issues of poverty, second and third generation welfare status, racial discrimination in housing, de facto segregation in schools, poor housing, unemployment and inadequate health care. These problem areas, which this researcher feels are the most vital ones affecting the Peninsula communities, will be analyzed in the following section.

1. Poverty and Welfare:

BLESSED ARE THE POOR...

\* \* \*

"WHAT HAPPENED, GOD?"<sup>56</sup>

Poverty is difficult to measure and to define. Poverty can be viewed as relative deprivation, i.e., it is relative to the community or the society. The tragedy of American poverty is that it is often hidden - which makes it a little more comfortable for those who would like to close their eyes to the problem. Michael Harrington has written of the "other America" made up of the poor and of their invisibility:

*The human rejects who have become poor are a particular, and striking case of the invisibility of poverty in the other America.*<sup>57</sup>

Galbraith has written of "insular" poverty which he describes as manifesting itself as an "island of poverty." He has also attempted to identify the impoverished by stating,

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56. This cryptic message was scribbled in white paint on an old church on Pacific Street, Monterey, which was marked for demolition for the Urban Renewal project.
57. Harrington, Michael, The Other America, Macmillan, New York, 1963

*People are poverty stricken when their income, even if adequate for survival, falls markedly behind that of the community.*<sup>58</sup>

As mentioned earlier, Monterey Peninsula is a study in contrasts. It may appear to the casual tourist to be the true epitome of the affluent society. In Pebble Beach there is great wealth and in Carmel and Carmel Valley, the residents are financially "comfortable". However, two communities stand out in having more than one-third of their families living in the poverty bracket: Seaside with 44% of its families and Monterey with 35.6% of its families so affected.<sup>59</sup>

The magnitude of poverty for Monterey County is noteworthy in that there were 10,864 families in 1966 (out of a total of 58,936) having incomes below the social security administration poverty cutoff as opposed to the national county norm of 1221 families, according to the O. E. O. community profile. (See Appendix, "Poverty Indicators" O. E. O. CP - 004). The 10,864 families in the County who are poor make up 18.4% of the total county population. The figure arrived at for the poverty cutoff was \$2,870 per family. (See Appendix F4).

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58. Galbraith, John K., The Affluent Society, Houghton Mifflin, Boston, 1958

59. Sales Management, June 10, 1968, p. 13 (See Appendix E)

In 1967 the results of a Gallup Poll revealed that the majority of Americans had set \$101.00 a week as a minimum for an adequate standard of living. This would be an effective gauge to use in measuring the number of Peninsula families who fall below the acceptable standard.

Grimes has pointed out the relationship of poverty to education:

*A vicious cycle tends to develop in which poverty makes inadequate schooling inevitable; poor schooling perpetuates prejudice and ignorance, which in turn perpetuate poverty.<sup>60</sup>*

An alarming trend on the Peninsula has been the increase in the costs of welfare as a result of our rapidly increasing population. During the fiscal year of 1966 - 1967 Monterey County welfare programs served 12,461 individuals. There were approximately 600 persons a month receiving general relief (emergency food, clothing, shelter) who did not qualify for federal or state aid.<sup>61</sup>

One tragedy of poverty is the large number of children involved. In the fiscal year 1966 - 1967 there were 6,790 recipients per month in the category "Aid to families with dependent children".

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60. Grimes, Alan P., Equality in America, Oxford Press, New York, 1964, p. 83
61. All statistical material on welfare is taken from the League of Women Voters booklet, "Welfare in Monterey County, Burden or Opportunity?", 1968

The League of Women Voters of the Monterey Peninsula have reported that the Monterey County average expenditure per family case was \$50.21 - over \$18.00 lower than the state average whereas the average expenditure per person was \$42.83 - almost \$16.00 less than the state average.

League members at the August 19, 1968 meeting of the Monterey County Board of Supervisors stated that the 1967 - 1968 General Relief Budget was \$110,000. However, the Welfare Department spent only about two-thirds of it, approximately \$75,000.

The League report pointed out the responsibility of county government in developing and maintaining a program for the relief of needy workers who had originally been brought into the county as agricultural labor. Monterey County had a gross county product of \$1 billion dollars in 1967 of which 20% derived from agriculture. In the 1966 season 11,000 farm laborers were employed in the county of which nearly half were seasonal workers.

The League indicated in their report the lack of important labor legislation for the agricultural workers which have been provided for most American workers. Seasonal farm workers have been excluded from the protections of the National Labor Relations Act, unemployment insurance, and collective bargaining.

The League of Women Voters of the Monterey Peninsula

believes:

Social service programs designed to reduce dependency and to prevent its perpetuation are not receiving adequate attention in Monterey County.

Unalleviated human needs are costly to society in many ways, and their effects are beginning to manifest themselves within Monterey County.<sup>62</sup>

The League was particularly concerned about public welfare as it related to families and children. Of those receiving welfare aid in the county, 43% are children.<sup>63</sup>

The League report included two important recommendations:

1. Public assistance programs in Monterey County should respond to changing economic and social needs;
2. Measures which promote greater understanding of public assistance programs in Monterey County - their goals, methods, problems, and attainments.

The family is the most important social institution to any society. When thousands of families on the Peninsula live in poverty and squalor, caught in the trap of discrimination, low educational attainment, and unemployment, then the entire area is deprived of their contribution to the stability of the community.

As pointed out earlier, the number of elderly in the

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62. Ibid, p. 5

63. Ibid, p. 4

poverty bracket has been increasing on the Peninsula. The social security beneficiaries have increased 80% on the Peninsula from 1960 to 1968.<sup>64</sup> The League of Women Voters has reported the average number of Old Age Security recipients per month for Monterey County during 1966 - 1967 was 2,787.<sup>65</sup>

## 2. Employment and economic problems:

The employed as percent of civilian labor force was 32.4% in 1966. There was a rise in unemployment from 6.3% in 1966 to 8.7% in 1967.<sup>66</sup>

In 1960 Monterey County had a higher rate of unemployment than the typical county in the United States. At that time Monterey County had 6.5% of its labor force unemployed compared to 4.8% in the typical county, according to the Office of Economic Opportunity community profile.

One unique characteristic of Monterey County is the low percentage of its population employed in manufacturing compared with the statewide figures. In Monterey County

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64. See page 30

65. League of Women Voters, "Welfare in Monterey County., Burden or Opportunity

66. Bank of America, "Focus on Monterey County" and "County and City Data Book", U.S. Department of Commerce, Table 2, p. 33 and p. 21

only 9.4% work in manufacturing compared with 24.1% in the state.<sup>67</sup>

Monterey County also has a lower percentage in white collar occupations (39.9% compared with the state average of 47.3%).<sup>68</sup>

Regarding employment conditions, Monterey County is in the significantly to moderately unfavorable category, according to the O. E. O. "Poverty Indicators".

Agriculture is the leading single source of income in Monterey County whereas the military is the number one contributor to the economy on the Monterey Peninsula where tourism runs second.

The size of the military contribution to the area is sizeable. The military payroll (including approximately 4,500 civilian employees) ranges from \$122 million to \$130 million dollars annually. In addition to this multi-million dollar payroll, more than \$55 million dollars a year is spent in the area by the military on local supplies and contract services.<sup>69</sup>

The economic importance of the military cannot be minimized. It has been estimated that 60% of the economy of the

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67. "County and City Data Book", p. 33

68. Ibid, p.33

69. "General Survey of Population and Economic Activity," Monterey County Industrial Development, 1967

Peninsula depends on the military. Its influence was felt a number of years ago during the meningitis epidemic when Fort Ord was closed down for approximately one year. During that time many small businesses, dependent upon the military, were forced to close down.

During 1969 with the large building program under way at Fort Ord (the hospital and two housing projects), many employees from the building trades will be employed.

While both the military and the tourist business contribute heavily to the economy of the area, neither supply the job opportunities for the highly specialized. Job openings in the dozens of new motels, restaurants and shops built to serve the tourists will be primarily for the unskilled and semi-skilled workers, waitresses, waiters, maids, maintenance workers, and for those in sales and services. All of these categories are low paying jobs. Although all these employees fill a need for the tourists, they will be unable to make a great impact on the community in terms of purchasing power.

As pointed out earlier in this study, it is important for the future growth of the community to have a well-balanced economy with a wide diversification of specializations. The need for light industry in this area is great to attract and hold the highly specialized who can make an important contribution to the community.

### 3. Discrimination in employment:

We are confronted primarily with a moral issue. It is as old as the Scriptures and is as clear as the American Constitution. The heart of the question is whether all Americans are to be afforded equal rights and equal opportunities; whether we. . . treat our fellow Americans as we want to be treated.

- President John F. Kennedy  
June, 1963

With passage of a number of civil rights bills in recent years it is now illegal to discriminate in employment. However, we know discrimination in employment still exists - not just in the Deep South - but here on the Monterey Peninsula. This form of discrimination is almost as subtle as that in housing discrimination. As far as this researcher knows, there has been no sociological study of employment practices on the Peninsula nor any documentation of incidents of discrimination. It is obvious to the writer that few Negroes are being hired in Monterey in other than menial, traditional occupations. It is rare to see a Negro bank teller, a shoe salesman, a bartender, a waitress, a savings and loan officer, a store manager, or a real estate salesman in Monterey.

With the opening of the stores and shops and restaurants in the Del Monte Center occasionally a Negro employee was seen. Within the last few months (for the first time)

two Negro waitresses were employed in Monterey restaurants - one, part time, according to the Department of Employment.

During the summer of 1967, as part of the Anti-Poverty program, young Negro youth were placed on jobs for in-service training. The Federal government paid their salaries as a special inducement to employers to accept the trainees. In a number of cases there was a sincere interest in giving a Negro youth his first job opportunity. However, a number of employers stated it was the first time they had ever hired a Negro. Many employers stated frankly they were concerned that their customers or patrons would not accept the young trainee. To the surprise of many apprehensive employers their trainees were cooperative, enthusiastic and ambitious. A number of employers offered full or part time jobs to the trainees who had worked out well. There were no complaints from the public whom these young people served and evidently no resistance to their employment.

The shortage of Negro teachers on the Peninsula has come to the attention of many residents recently and an active, successful recruitment by the Monterey Peninsula Unified School District has been carried on as a result. According to Dr. George Faul, Monterey Peninsula College President, this year there are four full time black teachers. In addition, there are three part time black teachers (with the equivalent teaching load of one full time teacher).

Slightly more than 12% of the certificated personnel (during the 1968-1969) school year are non-white. More than 20% of the classified employees at Monterey Peninsula College are non-white. Dr. Faul has stated, "The staff growth at MPC during the last three years has been very modest. During this time, however, approximately 40% - 50% of the new employees have been non-white."

On February 10, 1969, Mr. James Pullen, Director of Monterey office of the California State Department of Employment, stated that approximately 32% of the Monterey Peninsula population was in the labor market. (This does not mean this percentage is employed - but that they are employable, having skills that are usable in a labor force.) Thus, of the 105,000 people on the Peninsula, approximately 33,600 are in the labor force. Of these, approximately 5% are Negroes (or 1,680). However, 26% of the Negroes are unemployed - or approximately 446. (To repeat again, those in the labor force are not necessarily employed, but are employable.) The 446 Negroes unemployed are those who have marketable skills. This number does not include the unemployables, the felons, or the large number of teenage drop outs.

The Monterey Peninsula has a very high rate of unemployment. Whereas within the total United States, unemployment is presently 3.6%, on the Peninsula it is 7% for whites; 26% for Negroes, 8.3% for Orientals, 9% for Mexican Americans

and 12% for American Indians. At the national level Negro unemployment is double the white unemployment rate. On the Peninsula Negro unemployment is almost four times the white rate.

The urgency of the problem of such large scale unemployment on the Peninsula, coupled with segregated living patterns, should stimulate the most creative thinking and approaches to resolving these issues. The problem of high unemployment rates is surprising in the face of a large number of public and private agencies supposedly working in the field of recruitment, training, retraining, and job placement. A more detailed critique of these agencies and their ineffectiveness is included under Recommendation #3.

One of the big problems on the Peninsula is that so much has been spent on training and recruiting minorities and yet there are so few successes. While hundreds of thousands of dollars have been poured into job-training programs, there has not been the success one would expect for the expenditures. At the present time the major problem is that there are four or five different programs working in job training and placement. There seems to be so much overlapping and so little coordination. It is also a failure of the programs to establish individuals in operating these endeavors who are unqualified.

The Anti-Poverty program on the Peninsula and other

private agencies have constantly competed for power, status, positions, and chiefly for funds. One of the observations revealed by Mr. James N. Boylson, Executive Director of the Monterey County Anti-Poverty Coordinating Council at a Council meeting on February 4, 1969 was, "We've seen that these programs are not in the hands of low income people. They are in the hands of people who are self-styled spokesmen for low income people."

Often the cost of training one person for a specialization is prohibitive. For example at the MPC Culinary Arts Training Facility, the average for training a cook was \$6,000 and the cost for training a waitress was \$2,600, according to Mr. Pullen, Director, California Department of Employment, Monterey. Mr. Charles Mulkey, Dean, Technical-Vocational Education, MPC, and Administrator of the M.D.T.A. Program, has stated (on February 26, 1969) that approximately half the cost of training in the culinary arts went toward the subsistence allowance of the students, and approximately 20% went toward the capital outlay (equipment and installation costs). Mr. Mulkey feels the program was quite successful. Both Mr. Pullen and Mr. Mulkey have carried out follow-up studies in the last year to two year periods to determine if students trained at the facility were now employed in training-related fields. They have found only a small percentage of those who had completed the training were still

in the immediate area.

The chef's course was one year long and the classes for waiters and waitresses lasted 16 weeks. MPC reported "the program established an outstanding record of placing its previously unemployed trainees in productive jobs - 85% of those . . . in the chef's training course and over two-thirds of those who completed . . . the waiters and waitresses classes."<sup>70</sup>

Mr. Mulkey reported (February 26, 1969) that there are now in progress a number of M.D.T.A. programs which include training for General Salesperson (12 weeks), Steno-Clerical (26 weeks), Auto-Body Repairman (36 weeks), and Auto Mechanics (36 weeks). These programs are designed for twenty students each. Mr. Mulkey feels progress on these programs will be very successful. Another program will begin in March or April, 1969 in Household Appliance Repair. Over 60% of the students training in these programs are disadvantaged minority members.

One of the most important recommendations made by the National Advisory Commission on Civil Disorders (The Kerner Report) was for program coordination in training programs:

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70. Monterey Peninsula Herald, September 11, 1968 story on the closing of the facility.

*Existing programs aimed at recruiting, training and job development should be consolidated according to the function they serve at the local, state, and federal levels, to avoid fragmentation and duplication.*<sup>71</sup>

This researcher would like to recommend a thorough study of the economy of the Monterey Peninsula, the job opportunities, the future labor market needs, the effectiveness of the existing programs, their costs per trainee, and the extent of discrimination in hiring practices.

Both the Manpower and Development Act and the Vocational Education Act require that training courses be based on sound projections of future labor market needs.

#### 4. Housing needs and discrimination:

. . . The only genuine, long-range solution for what has happened lies in an attack - mounted at every level - upon the conditions that breed despair and violence. All of us know what those conditions are: ignorance, discrimination, slums, poverty, disease, not enough jobs. We should attack these conditions - not because we are frightened by conflict, but because we are fired by conscience. We should attack them because there is simply no other way to achieve a decent and orderly society in America. . .

- Lyndon Baines Johnson  
Address to the Nation  
July 27, 1967

71. Report of the National Advisory Commission on Civil Disorders, Bantam Books and E. P. Dutton & Co., N. Y., March, 1968

A social goal was clearly established almost two decades ago in the preamble to the 1949 Federal Housing Act which stated: "A decent home in a suitable living environment for every American family."

President Johnson recently stated:

*In the next thirty-five years we must literally build a second America - putting in as many houses, schools, apartments, parks and offices as we have built through all the time since the Pilgrims arrived on these shores.*

Housing should be a basic concern of every community. More than a shelter is encompassed in the term "housing". Housing should meet a family's need for safety, security, warmth, adequate light, ventilation, privacy and adequate space. It should provide a sense of well being and pride to the family.

Housing is one of the most critical needs on the Monterey Peninsula. The vacancy rate is nil and in this regard resembles the post World War II period.

There is need for housing for two groups - the low income and the moderate income. While sales and rentals are almost impossible to find for these groups there is upper income housing in both sales and rentals in condominiums, town-houses, and high rise apartments that have remained vacant for a year or more.

There is great competition on the Peninsula for

rentals for low income groups. The heavy demands for housing have been intensified by the large number of military families who are forced to live off post because of a shortage of military housing. When increased housing allotments are given military personnel to aid them in acquiring housing, landlords raise their rents to what "the traffic will bear." This not only causes great hardship on the civilian families of low to moderate incomes but it also creates ill will toward the military. This attitude was prevalent in interviews with agency officials dealing with family, welfare and housing problems. With thousands of individuals displaced by urban renewal (most of them low income minority groups) and the housing inventory shrinking, the inflated rents are frustrating. Some means must be found to resolve the housing impasse on the Peninsula. The threat of rent controls by local, state or federal agencies is not a pleasant one to face landlords.

How does the U. S. Army view the situation: They have shown some concern but little action to alleviate the housing problem except by piece-meal measures (as in the present building program for 208 family units for both Army and Navy personnel). Although there have been long waiting lists for military housing for years, and the military is the largest landowner in Monterey County (approximately half the land area), there is a great lag in facing up to the

responsibility of housing their own people. There was an appeal made before the House of Representatives, 88th Congress in which the Army stated:

Fort Ord's fiscal year 1964 program is designed to relieve an acute housing shortage existing in the area. The... shortage is evidenced by the number of... families...living in unsuitable housing... The presence of Fort Ord, the Presidio of Monterey, the Navy General Line and Post-graduate Schools and the Naval Air Facility, coupled with the heavy civilian and tourist requirement, creates a housing demand not normally found in a normal civilian community...Leasing...is not feasible because of the high prices paid by heavy tourist trade. Local builders have shown no interest in section 810 housing.<sup>72</sup>

The Bachelor Officer's Quarters are all filled now. This is the result of the great influx of officers out of the accelerated O.C.S. As no rooms are available in the B.O.Q.'s, a first lieutenant (as an example) is given a housing allotment of \$95.00 to get housing off base. He is unable to find anything for that low a rental but is willing to pool his finances with two other officers and they can find rentals for \$200 - \$250 a month.

There are now indefinite waits for military personnel seeking four bedroom houses on base. At the present time there are eight names on the waiting list for three bedroom houses.

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72. "An Economic Survey of the Monterey Peninsula," Research, Inc. 1964 prepared for the Monterey Peninsula Board of Realtors

A persuasive appeal for provision of adequate good housing for low income groups was recently made by George Rockrise, the eminent San Francisco architect and urban design consultant to the Federal Department of Housing and Urban Development, when he spoke at a public hearing of the San Jose Goals Committee:

*I think a community must at some point in its life determine whether it does have any responsibility toward all of its citizens, both the affluent as well as the disadvantaged...you must develop a more potent housing authority that begins at the lower end of the scale. This is not the sign of a welfare state. This is the sign of a mature society willing to be responsible for the disadvantaged members...in order to bring those citizens who do not have optional choice up to the level of viability and ...participation in terms of work style and general modes of participating in the community.*<sup>73</sup>

The critical need for housing is a result of the endless competition among the three groups (tourists, civilians, and military) with the added condition of a depleted housing supply. This shortage has come about as a result of urban renewal projects in Monterey and Seaside with their hundreds of demolitions. However, there has been little or no building activity to replace the residential units eliminated.

The most vigorous activity in terms of urban renewal planning, site acquisition and demolition in preparation for replacement by better housing has been in the city of Seaside.

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73. "The Community Speaks", San Jose Goals Committee, p. 5

There are three major urban renewal projects in Seaside: Gateway, Del Monte Heights and the Hannon Project. The first project, Noche Buena was the third urban renewal project in California to be closed. The most ambitious demolition projects are Hannon where there were 1,100 existing dwelling units of which 450 have been considered substandard. Of these, urban renewal will replace with 200 dwelling units. In the Del Monte Heights project, 80% of the project area was open land. The plan is to provide 570 new single family dwellings for sale at the site. Rentals will also be included ranging from \$75 a month for "efficiency units". In two projects the total workload (in terms of those displaced) includes 246 families and 82 individuals in the Hannon project and 201 families and 95 individuals in the Gateway project.<sup>74</sup>

Critics of the Redevelopment Agency in Seaside claim that thousands have been displaced from their houses in the project areas and that there is not adequate housing available to which families can move. They also claim that the Redevelopment Agency is not fulfilling its obligation to relocate displaced families. There is an implied promise of relocation included in the Secretary's report which states:

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74. Secretary's Report, August - September, 1968, Seaside Redevelopment Agency

*When a property is acquired by the Agency, the family, individual, or business occupying the premises enters the Relocation Workload. Agency staff then assists these people to whatever extent necessary to find a suitable new location.*

Mr. Russell Hoss, Executive Director of the Redevelopment Agency of Seaside, stated that "We are creating a temporary deficit of housing by the removal of substandard dwellings. There are few builders interested in this market of providing low cost housing or they lack the skills to build this type of housing..."<sup>75</sup> Mr. Hoss believes that Seaside is far ahead of other areas in the County in urban redevelopment yet it was in the greatest need. He emphasizes the nature of the redevelopment operation is to improve the quality of housing and thinks of completion of projects in long term goals. However, the families affected by displacement and the agencies trying to relocate them emphatically insist the Redevelopment Agency is not relocating them. There is no disagreement among the displaced and the Agency that housing is being demolished faster than it can be rebuilt. This researcher found that there were 185 demolitions in 1967 and 286 demolitions and removals of dwelling units in 1968. However, a total of only 67 single family units were constructed in 1967 and 49 up to September 1 in 1968. In 1965 only 36 units were built and in 1966 only

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75. Telephone interview, September, 1968

33 units. At the average rate of five members to a family unit, we can figure that thousands of individuals have been displaced. Many of these have dispersed throughout the Peninsula wherever low cost rentals were available. Some rental supplements are given by the Redevelopment Agency to make up the rental difference between what the family had paid in Seaside and the present rental price.

The picture appears less bleak in the city of Monterey in terms of displacement of families. There is only one Urban Renewal project - the Custom House. Within this site area there were 47 families living. This represented 63 individuals who were affected. The eviction of the Patania family from their home followed by the bulldozing and destruction of their property in 1966 was the most famous and dramatic case on record in the area. It gained international attention and brought sharp criticism against the Monterey Urban Renewal Agency. At the time each property was acquired the Agency gave a statement to those affected that the city would assist them financially in paying for their move (with a maximum of \$500); in finding units to rent; and in giving them a supplement between the old and the new rentals. Monterey's renewal project will include no new housing. It will be strictly a central business district.

There has been a substantial population increase in Monterey since 1963 yet there has been very little residential

building. Through August in 1968 there were only 24 single family residences built; there were 50 in 1967 and only 36 in 1966. During the years 1963, 1964, 1965 and 1966 the bulk of the building was in multiple units with a total of 1,176 units. In addition, in the years 1963 through 1966, there were 42 units provided by duplexes and 60 condominium units. Altogether from 1963 through August, 1968 there was a total of only 1,692 housing units constructed in the city of Monterey. However, during these years there were 489 demolitions. Thus, a surplus of only 1,203 was created. This low level of residential construction has not been realistic in terms of the pressing demand for housing in the wake of the rapid population growth in the city and the increased military and tourist influx.

To complicate the problem there is a great deal of housing discrimination at all income levels. Up until a few years ago a developer on the Peninsula had restrictive covenants included in their contracts which specifically stated that:

*"said premises shall not...at any time be occupied by Asiatics, Negroes, or any person born in the Turkish Empire, nor any lineal descendant of such person, except that persons of said races may be employed as household servants..."*

The buyer of the property (according to the deed restrictions) would be liable to forfeiture of his property

if he violated the restrictive covenant and sold to any of the minorities listed above.

There have been a series of Supreme Court decisions, dating back to 1917, making it unconstitutional to enforce restrictive covenants. The rationale for the majority of these decisions has been the Fourteenth Amendment which gave all the privileges of citizenship to persons of color and included the "due process" and "equal protection" clauses. Today restrictive covenants are illegal in the United States and are not in use in this area.

Although no sociological study has been made of possible subterfuges used by those engaged in the sale and rentals of property on the Peninsula, discrimination is apparent since all white communities have developed. It would be highly recommended by this writer that a sociological study of realty practices in the sale and rental of property should be made. The recent ethnic surveys completed by Peninsula school districts dramatically illustrate the rigid housing patterns of segregation.

In 1964 the realtors of this area supported Proposition 14, the initiative amendment sponsored by the California Real Estate Association. The League of Women Voters of California has stated:

*The effect of the amendment, which became Sec. 25 of Article I of the State Constitution, was to nullify existing open housing*

*laws and prevent their enactment in the future by the state or any governmental division of the state.*<sup>76</sup>

In subsequent action by the California Supreme Court on May 10, 1966 Proposition 14 was ruled unconstitutional on grounds it conflicted with the Fourteenth Amendment's equal protection clause. By this action the fair housing laws (the Rumford Act) were restored in full force.

Still later the U. S. Supreme Court upheld the California State Supreme Court decision in June of 1967. In some biting words directed at those involved in sale and rental of property, Justice Byron White wrote:

*We are dealing with a provision which does not just repeal an existing law forbidding racial discrimination: Section 26 was intended to authorize racial discrimination in the housing market.*<sup>77</sup>

Now the federal legislation (through the U. S. Civil Rights Act of 1968 - Title 8) has made it "unlawful to refuse to sell, rent or negotiate therefore to deny or make a dwelling unavailable, to discriminate in the terms, conditions or privileges of sale or rental...or for a bank or other commercial lending institution to discriminate in the terms of obtaining financial assistance..."

According to the protections of this comprehensive

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76., 77. From pamphlet "Equality of Opportunity in Housing in California", League of Women Voters of California, San Francisco, July, 1968

civil rights act, an individual discriminated against may take his complaint to HUD (the Department of Housing and Urban Development) or start a civil action in any U. S. District Court, state or local court. The Act provides the court may grant up to \$1,000 in punitive damages, plus any permanent or temporary injunction.

Coverage is much broader under the 1966 California statute which covers all housing - including single family homes sold solely by the owner. Negroes may sue homeowners who discriminate in sales or rentals.<sup>78</sup>

The Monterey Peninsula Board of Realtors supported a statement several years ago on equal opportunity in housing.<sup>79</sup> This pamphlet summarizes the California law on open housing. It also includes a "Code of Practices" which states in part: "The (name of Board of Realtors) subscribes to the policy that a favorable public attitude for equal opportunity in the acquisition of housing can best be accomplished through leadership, example, education and the mutual cooperation of the real estate industry and the public." This Code of Practices was published by the California Real Estate Association. All 175 member boards of the California Real

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78. From pamphlet "Equality of Opportunity in Housing in California", League of Women Voters of California, San Francisco, July, 1968

79. See pamphlet in Appendix I, "Equal Opportunity in Housing - You and Your Realtor".

Estate Association have adopted the CREA Code of Practices.

During the last week in September a conference of this Association was held in San Francisco. At the time it was expected that the Association would develop a new Code of Practices. No doubt this would be more in line with recent court decisions, and federal and state civil rights legislation. By February, 1969 there had been no published report on any revision nor was this researcher successful in finding a revised code of ethics.

The point made by the Association was an excellent one in regard to the cooperation of the public. In November, 1964 when Proposition 14 was presented to the voters in Monterey County, it won a sizeable majority (36,849 Yes; 26,593 No votes). It appears that a great deal of education of the public is necessary to implement the impressive array of recent open housing legislation.

Unless segregation ends in this area, the time is near when the patterns of discrimination will evolve into two separate racial ghettos. The Kerner Report had one basic conclusion which predicted the consequences of such polarization:

*Our nation is moving toward two societies, one black, one white - separate and unequal...This deepening racial division is not inevitable. The movement apart can be reversed. Choice is still possible...To pursue our present course will involve the continuing polarization of the American community*

and, ultimately, the destruction of basic democratic values...From every American it will require new attitudes, new understanding, and above all, new will...Segregation and poverty have created in the racial ghetto a destructive environment totally unknown to most white Americans.

What white Americans have never fully understood - but what the Negro can never forget - is that white society is deeply implicated in the ghetto. White institutions created it, white institutions maintain it, and white society condones it.<sup>80</sup>

Another form of discrimination and segregation involves the poor. Havinghurst has written of this:

Cooperation is likely to be... improved if people of various social, economic, and racial backgrounds mingle freely and get to know and understand one another. This argues for heterogeneous residential communities, in which the children and the adults of various social groups associate freely in schools, churches, libraries, parks, and political and social activities...

Poverty tends to be segregated, and the segregation of the poor does not contribute to the cure of poverty.<sup>81</sup>

There is no denying that the poor pay more for their rent, goods, and services. Two recent studies have been made of low income families and their expenditures for rent.

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80. Report of the National Advisory Commission on Civil Disorders, p. 1

81. Havinghurst, Robert J., Education in Metropolitan Areas, Allyn and Bacon, Boston, 1966, p. 71 - 72

In Salinas at the Area Service Center a study was made of 433 families which were served from April 1 through April 31, 1968. Of these 117 families paid over 30% of their income on rent; 21 paid 25% - 30%; and 44 families paid 20% - 25%.

When a number of questionnaires were filled out by more than a hundred families served by the Salinas Area Service Center, it was found that many families paid 40% - 50% and some as high as 64% and 83% of their income for housing (see Appendix J and K).

A recent study was conducted in Seaside by Mrs. Jane Van Hook of the Legal Aid Society of Monterey County. She found that out of 100 families surveyed, more than half of them paid more than half their income on housing.

Whenever a family pays more than 25% of its income on housing then something has to suffer and it is generally the health of the family - and in particular the children's health.

Overcrowding is another result of housing displacement and shortages. Overcrowding is inevitably followed first by blight and then by deterioration of neighborhoods into slums. The extent of overcrowding in Monterey County is reported by the O. E. O. "Poverty Indicator" which points out that 13.3% of the Monterey County dwelling units in 1960 had more occupants per room than the national average

of 1.01. (See Appendix F3). Recent figures are unavailable in 1968 to indicate the severe overcrowding resulting from the displacement of thousands of people from their homes in the urban renewal areas of Seaside.

Another problem facing the poor is that they are unable to establish a credit rating. As a result they are often forced to make large deposits on rent and utilities. Most landlords renting to the poor now require two deposits (a \$30.00 advance on rent and a \$25.00 deposit on utilities). This is required of those who have no credit rating. However, it is understood by this researcher that these deposits can be challenged and they have been in a few cases on the Peninsula. The California Rural Legal Assistance office in Salinas made a recent study of the credit records of the Mexicans with the result that was very favorable to the Mexicans who have a better credit record than Anglos.

Housing has to open up on the Monterey Peninsula for all income and racial groups. A depletion of the housing supply at this crucial time not only invites inflation in rents, but causes hardships for the families affected. This can become an explosive situation in a community.

A housing inventory should be begun immediately on a county basis to determine availability by areas and rental ranges.

There are no simple answers or pat solutions to the

Peninsula housing problem. There are many alternative ways to meet the housing needs, however. These alternatives may be as varied as the groups seeking solutions to their housing needs. Many organizations and businesses, with recently enacted federal and state aid, can work on the problem. The groups which should become concerned with building low cost housing include churches, labor unions, clubs, foundations, non-profit organizations, private builders and public housing agencies.

Sweden has met, to a great extent, its housing needs by a combination of three sectors: private enterprise, public housing, and cooperatives. No slums have developed although for many years there has been a severe housing shortage in Stockholm with long waiting lists. There has been a doubling up of families during the urban renewal clearance of large sections of the downtown area. It has resolved the problem of providing housing in a limited area (Stockholm is built on dozens of small, rocky islands) by high rise apartment houses.

Are Peninsula builders correctly assessing the population of the area in terms of age groups, economic status, and interest groups? Or are they over building high cost housing? In shocking contrast to the fashionable high rental units, condominiums and apartment hotels (many of which remain vacant for a year) as mentioned earlier, are

the overcrowded, substandard, old housing occupied by the poor, the elderly, and the minorities. Choice in a wide range of rentals and size of units should be made available in the area.

Today there is "a broad spectrum of governmental programs, new forms of financing, a storehouse of planning and housing experience and a building industry capable of reaching a high level of production.<sup>82</sup>

##### 5. Education and de facto segregation:

In 1896 when the Supreme Court in the Plessy v. Ferguson case decided that "separate was equal", approximately 90% of the American Negroes lived in the South. However, by the time of the Brown v. Topeka Board of Education case of 1954, only 50% of the Negro population lived in the South. As a result of Negro population movement to the North, racial discrimination was found to be a national (not just a sectional) issue. Northern educators were forced to look realistically at the segregated schools which existed primarily as a result of housing discrimination.

The most important conclusions drawn by the Supreme Court in the 1954 case were: 1) in the field of public education the doctrine of "separate but equal" has no place; and 2) separate educational facilities are inherently unequal...

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82. "Housing in California", Governor's Advisory Commission, 1963

The Moynihan Report concluded that:

...while legal racism was destroyed in the United States, the decade of 1954 to 1964 can also be seen as the period of the development of de facto segregation.<sup>83</sup>

"In retrospect, the optimism of Negroes in the years immediately after 1954 appears excessive. Yet this optimism is understandable in the light of the assumptions that underlay it," stated Killian in his analysis of the education problem.<sup>84</sup>

The Moynihan Report ties the problem of de facto segregation to the socio-economic institutions. Moynihan reported that more Negroes were unemployed in 1964 than in 1954 and that the unemployment gap had increased between the races in that time. Also while the income of Negroes had risen in the 50's, it had failed to do so in the 1960's. A large percentage of Negroes continued to work in unskilled jobs. Bayard Rustin wrote:

...automation, urban decay, de facto segregation - these are problems which, while conditioned by Jim Crow, do not vanish upon its demise. They are more deeply rooted in our socio-economic order; they are the result of the total society's failure to meet not only the Negro's needs, but human needs generally.<sup>85</sup>

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83. Rainwater, Lee and William Yancy, The Moynihan Report and the Politics of Controversy, the MIT Press, Cambridge, Mass., 1967, p. 11
84. Killian, Lewis M., The Impossible Revolution: Black Power and the American Dream, Random House, N. Y., 1968, pp. 65 and 66
85. Quoted in The Moynihan Report and the Politics of Controversy, p. 12

In some areas school segregation is the result of gerry-mandering of school boundary lines or the site selection for schools. Both of these techniques rely upon the continued pattern of discrimination in housing.

In this area although the Monterey Peninsula Unified School District is making a valiant attempt to bring about integration in the schools, the job seems almost insurmountable because of the housing patterns of segregation. Schools have traditionally been the whipping boy for many dissatisfied groups in most communities. The enlightened, concerned attitudes of the administrators of the MPUSD are striking examples of a great resolve to bring about a better ethnic balance in the Peninsula schools.

The MPUSD, as other districts in California, has not created segregation in schools. They have been the innocent victims - inheriting the problem which is taxing all their energies and ingenuity in trying to resolve. School districts have not been gerry-mandered here. When school boundary lines were drawn up for each school, careful consideration was given to ethnic balance. In Section 501202 of the Monterey Unified School District policy, it is clearly specified that one of the criteria to be considered to determine boundaries is the ethnic composition of the area.

One new elementary school was built to relieve the pressure of the heavy non-white attendance at another school.

This school, Manzanita, was opened in 1967 and it brought down the non-white enrollment nearly 8% at Highland.

According to the U.S. Civil Rights Commission any school having more than 50% of its enrollment made up of Negroes is considered racially imbalanced. Many schools in northern and western states violate this standard. The problem has been acute in San Francisco, Oakland, and Richmond.

In 1966 the California State Department of Education sent memorandums to all school districts announcing the plan to conduct ethnic surveys of all public schools. This had as its purpose "to provide further data to determine compliance with state law, policies and regulations." In a similar request sent to public school administrators in 1967 there was included a memo stating that school officials had the duty "to take reasonable affirmative action to relieve de facto segregation in the schools."

The Monterey Peninsula Unified School District includes Marina, Fort Ord, Sand City, Del Rey Oaks and Monterey. It is the largest school district in the Central Coast Counties. School enrollment for all grades from kindergarten through the twelfth in 1967 was 19,320. It is predicted that the enrollment will reach 20,000 very soon. There is a total of 30 Schools in the district (22 elementary, 5 junior high, 2 senior high, and one continuation). The area served covers 67 square miles and serves a population of 80,000 to 90,000.

The problems of education in this area are complicated not only by trying to retain an ethnic balance but also because of the transiency of the population. This reflects the constant turnover at the Navy Postgraduste School as well as the continued population changes at Fort Ord. La Mesa Elementary School has a very high turnover of students. According to the Monterey County Office of Education, there are thousands of children moving in and out of County schools annually.

To understand the extent of economic and racial discrimination on the Monterey Peninsula one can look at the ethnic composition of the schools:

a) Elementary schools:

The MPUSD ethnic survey of November 8, 1967<sup>86</sup> revealed that out of a total enrollment of 12,136 (K through 6) over one-third of the students were members of minority groups. The 1967 figure was 35.2% which was 4% higher than the year before. (Figures include Mexicans)

The largest minority was the Negro with 15% in 1966 which had increased to 15.6% in 1967.

If we use the 50% figure as a racial imbalance then we find there are three schools (all in Seaside) which have 62% or more minority students. Another (Ord Terrace) had 47.5% while one (Highland) had 75.3%.

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86. See Appendix O (1 & 2) for Ethnic survey of MPUSD schools

To indicate the efforts of the MPUSD administration in trying to bring about a better ethnic balance, Noche Buena was reduced from a K - 6 school to a K - 3 school during 1967, Manzanita was built to reduce non-white composition at Highland, and new redistricting was made to bring about a more equitable distribution of students.

In contrast with the heavy concentration of minorities in Seaside schools, there are three elementary schools in Monterey (La Mesa, Monte Vista, Foothill) which are predominantly white having 94.3% to 96.5% white enrollment.

Some schools (in Marina and Monterey) could only boast of tokenism since they ranged from a low of .5% to a high of 4.3% of their students who were Negro. Foothill had only .5% while Del Monte had 4.3% Negro. All the others (Larkin, La Mesa, Marina del Mar and Olson ranged from 1.2% to 3% Negro).

We can conclude by saying that a definite pattern of racial segregation exists in the schools. At one school (Highland) Negro students accounted for 61.6% of the enrollment while at Noche Buena and Manzanita approximately one-half of the children in each school were Negro. At Ord Terrace where nearly half of the children are minority group members, three out of five of these were Negro.

b) Junior high schools:

The ethnic survey of November, 1967 reported a total enrollment of 4,157 students in the five junior high schools. Of these, over one-third were minority group members, of which half were Negro.

The same pattern of heavy concentration of non-whites was found in Seaside. For example, at Martin Luther King Junior High (formerly Portola), 60.5% of the students were minority group members of which 41.6% were Negroes.

At Colton Junior High in Monterey, in contrast, 83.3% of the students were Caucasian. Colton had only 35 black students and Los Arboles, Marina, had only 22 black students. These numbers reflect the 3.9% of the total enrollment at each of these schools.

c) High schools:

The two senior high schools and continuation school had a combined enrollment of 3,027 in November, 1967 with a minority enrollment of 31.5%. Of the total student enrollment, 14.1% were Negroes.

The "racial mix" was much more equitable at the high school level with Seaside having 18.6% Negro students and Monterey High having 10.4% Negro.

The total minority enrollment at Monterey High was 23.9% whereas at Seaside High it was 40.7%.

As these figures are analyzed we can conclude that the highest percentages of non-whites were found in the elementary schools with the junior highs next and the senior highs with the lowest non-white enrollment.

d) Drop outs:

As a result of many socio-economic factors the minority drop-out rate continues to increase as students reach junior high and senior high school age. There is also a higher drop-out rate for students who live in Seaside than among all other areas.

During the school year 1967 - 68, 30% of the total district's students lived in Seaside, yet they accounted for 45% of the drop-outs. Twenty-eight percent lived in Monterey and account for 17% of the drop-outs.

Twenty-two percent are from Fort Ord, yet they account for the lowest drop-out rate - only 8%. Marina, similar to Seaside, has a disproportionate share of the drop-outs. Whereas Marina accounted for 19% of the district students, they account for 29% of the drop-outs. This was nearly a doubling of the Marina rate of the previous year, whereas the Seaside rate had remained stable at 45% both years.

Achievement levels of students vary in different schools. These levels reflect the socio-economic level of the parents, their value system, their incentives, their education and the discrimination to which the family has been subjected.

During 1967 there was great concern expressed by members of the Citizens' Committee on Bond Elections in regard to the heavy percentage of non-whites in the Seaside area. There has been evidence presented by educational researchers that exposure to students of another race has something to do with attitude formation. Contact of Negro students with white upwardly-mobile, competitive students has motivated many to compete for grades.

The greatest segregation of all white student bodies on the Peninsula is in the Carmel Unified School District. The results of the fall, 1967 ethnic survey disclosed that of the seven elementary schools in the Carmel Unified School District there were none with a Negro student, five had one or more Orientals (total 14 Orientals); one had four American Indian students and two schools had a total of 15 other non-whites. To state the condition in another way: Out of

a total enrollment of 2,036 in the Carmel Unified School District's elementary schools, there are only 33 non-white students.

At Carmel High School (with an enrollment of nearly 1,000) there is not one Negro student and only six Oriental and other non-white students. (There are rumors that there might be one Negro student at Carmel High during the 1968 - 69 school year).

There is no Negro student and there are only five Oriental students at the Carmel Adult Evening School out of an enrollment of 875 students.

To conclude, there is not one Negro student in the elementary, high school, or adult evening school in Carmel, according to the 1967 ethnic survey.<sup>87</sup>

e) Junior College:

At Monterey Peninsula College during the fall semester of 1967 when the ethnic survey was compiled, there were 2,274 full time day students.

Of these there were 486 students or approximately 21.3% who were members of minority groups. However, due to the foreign student program, 71 of these were not Americans. Black students did not

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87. Copies of the ethnic surveys for all county public schools were studied at the Monterey County Office of Education.

represent the percentage of the Negro population on the Peninsula. There were only 120 black students enrolled during the fall semester, 1967 which accounted for 5% of the total enrollment.<sup>88</sup>

During the fall semester of 1968, there were two hundred black students out of the student enrollment of 2,754. This represents only a slight percentage increase (from 5% in 1967 to 8% in 1968). On February 11, 1969, the MPC Registrar, Mrs. Louise White, stated there was another increase of Negro students in the spring semester, 1969 enrollment.

On February 25, 1969 Dr. George Faul, President of Monterey Peninsula College, reported that approximately 16% of the student body of 2,750 students were non-white. Of the total enrollment, 8% were black. In other words, the black enrollment doubled during one year.

The Black Studies program, Dr. Faul stated, has proved to be very successful. There are 350 students (almost evenly divided among blacks and whites) now enrolled in the program during the spring semester of 1969.

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88. The ethnic survey figures for spring 1969 are not yet available.

Both school boards, Monterey Peninsula College and Monterey Unified School District, have minority representation.

f) Staff and discrimination in schools:

On June 17, 1968 a Seaside high school teacher accused trustees of the Monterey Peninsula Unified School District of making inadequate efforts to employ Negro teachers. In answer to this charge by the white teacher, the MPUSD trustees and staff members informed the teacher he did not have the facts.<sup>89</sup> By this time there had been a very active recruitment program begun by the district. More than 130 Negro teacher candidates had been interviewed and by September, 1968 there was a total of 62 listed in the certificated personnel. This included two administrators, 53 teachers (6.6% of the teaching staff); 3 counselors (11.1% of the counseling staff); and 4 others listed as certificated. This sizeable increase of black certificated personnel added to those with Spanish surnames will bring the total minority staff up to 8.4% of the total certificated personnel.

There are also 75 Negro employees (13.5%) of

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89. Monterey Peninsula Herald, June 18, 1968

the total 563 in classified positions.<sup>90</sup>

No charge of discrimination in hiring by MPUSD is justified. To summarize the findings on hiring at MPUSD: this year of 1968 20.2% of all employees in classified and certificated personnel are Negroes.

g) Other educational problems:

Among persons 14 - 17 years of age, Monterey County has a lower percentage in school than the state average or the national average. We have only 74.6%; California has 89.7%; and the U. S. figure is 87.4%. Monterey County has a lower percentage than the State of California in the following: Median school years completed, completion of four years high school; and employed persons who are professional or technical. The State of California has 2.4% more professional and technical workers than Monterey County. (See Appendix Q for table comparing Monterey County to the State of California and to the United States).

A median of 11.8 school years were completed by persons 25 and over in Monterey County in 1960.

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90. All information on hiring at MPUSD schools from memos issued by the MPUSD Personnel Department, August 28, 1968

The average U. S. county reported 9.5 years completed. However, the percentage of functional illiterates is higher in Monterey County than the national norm. (It is 8.2% for Monterey County; 7.8% nationally). (See Appendix F3).

There is a desperate need for child care centers to enable mothers to return to school for training, or retraining, or to go to work full time. This would be a major step in reducing the welfare load. So far there are two day care centers - the Monterey Children's Center, 542 Archer Street, Monterey, and the Seaside Children's Center at Noche Buena School, 1450 Elm Street, Seaside.

There is also a great need for pre-school programs in the area. The greater national emphasis has been placed on early childhood as a time for great cultural enrichment. A recent three year study of underprivileged children attending classes in Project Head Start programs found the children had raised their measurable intelligence levels by making them more able to cope with traditional IQ tests. "The report said Head Start children entering middle-class public schools had continued to improve, while others who went from Head Start to schools in poverty areas leveled off to a fairly stable level, permitting non-Head Starters to catch

up with them."<sup>91</sup>

One of the greatest problems in this area facing the schools is financing them. School bond elections have almost always been defeated the first time they are presented to the voters. With each delay, school construction costs rise from 4% to 7% a year. Yet taxpayers' groups in this area work very actively to defeat the passage of the school bond elections. Their rationale is that increasing taxes are difficult for the many people in this area who are retired and on fixed incomes. This problem was also discussed earlier in an analysis of age groups and the effects of the changing age composition on the Peninsula. The problem of school bond elections is also complicated by the fact that this is the only type of election on which voters have a chance to rebel against rising taxes. In other words, the schools again become the whipping boy for an irate community.

It would be helpful if a study could be made of public attitudes toward school bond elections. This should seek to determine the age groups voting in these elections, the reasons for opposition, their suggestions for financing schools, and most importantly why people stay away from the polls on school bond elections. When there is only a 30%

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91. San Francisco Chronicle, September 22, 1968, "Project Head Start Proves Its Worth"

turnout of voters (which is about normal in this area) for school bond elections, something was drastically wrong. This is especially true in September 1968 when the voters of Salinas passed their school bonds while the Monterey Peninsula school bond election was unsuccessful. An analysis of the two elections should be productive to those interested in education in this area. Another defeat will mean double sessions, heavy teacher loads, and a shortage of classrooms.

#### 6. Transportation needs:

*Many components of a city are highly desirable, but only two are absolutely essential. One is people and the other is transportation. . .without transportation the people would be unable to build shelter, or feed themselves, or have water to drink, or power to light their homes. . .Transportation makes cities possible.*<sup>92</sup>

By 1988 it is predicted that there will be 18 million automobiles in California. That prospect is frightening to those concerned with the beauty of the state, with health, and with traffic safety. Some critics say the automobile is already obsolete and is choking the city in a form of autosclerosis. Gruen states that urban sprawl

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92. Starr, Roger, Urban Choices: The City and Its Critics, Coward-McCann, New York, 1967, p. 185. Also released under title: "The Living End".

is inescapably leading to "autopia". He states:

Our increasing need for automobiles leads to the sacrifice of millions of acres of that irreplaceable national resource, land, to highways, roads, and freeways. As these are completed, they promote the further spreading of anti-city, and in turn an increased need for automobiles and roads.<sup>93</sup>

Some critics of the automobile stress the effect of urban sprawl which follows the freeways as "strip cities" develop. There are in Monterey County indications that two strip cities are developing - one along the Monterey-Salinas highway; the other along the Carmel Valley road.

There are some who say the problem of congestion and over-development can be partially solved by putting ten mile speed limits into effect. However, one cannot go back to the speed of the horse and buggy during the super-sonic jet age. Answers must be practical yet future oriented. That means moving people and goods rapidly, efficiently and as economically as possible.

There is a desperate need to connect all cities on the Monterey Peninsula with an efficient, modern transportation system. This is an inter-city responsibility and no doubt

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93. Gruen, Victor, The Heart of Our Cities, Simon and Schuster, New York, 1967, p. 67

will require subsidization by the cities. The transportation system also needs to connect with Salinas in order to make the commute possible for many Peninsulans who could find work in the developing industries of Salinas.

Our public transportation has actually declined within the last one hundred years. At the present time we have no local public transportation to Salinas. However, in 1875 there was a commute train to Salinas which made the trip twice a day on week-days and four times on Sundays. This line, the M and S. V. (Monterey and Salinas Valley) connected at Salinas with the Southern Pacific train for San Francisco.

The time for the trip from Monterey to San Francisco has not improved since 1875 when it took three and a half hours.

Increasing the number of high speed automobiles in the area will not solve the problem. In terms of space, adding automobiles will only freeze the traffic in one solid mass. The most efficient use of space is the double deck bus which will carry 100 passengers. This means one 3 square feet of space used per person. Compare this with a single deck bus holding 50 passengers which takes 5 square feet per person. The most wasteful form of transportation is the private auto (with one person) which uses 112 square feet.

*carrier to give you this kind of service and stay in business. This community must face the issue squarely: either you subsidize the system or you take over the bus company and operate it yourself. Unless you face this problem squarely, I don't think you will be able to cope with the proper planning procedure as this city grows.*<sup>94</sup>

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94. Rockrise, George T., Speaking at a public hearing of the San Jose Goals Committee, January 17 - 18, 1968, from booklet, "The Community Speaks".



PART V:      OBSERVATIONS:

Policy makers will have to determine what the community goals are and the best ways of achieving them. It is important to assess the trends which are developing and the directions in which the community seems to be moving and periodically ask the community, "Is this the direction we really want to go?"

At the present time there are some who see Monterey developing as part of a gigantic slurb tied in with San Francisco and San Jose. Others see us as a bedroom community for upper class San Franciscans. Some visualize us as a Playland with our days filled with golf tournaments, car races, jazz festivals, music festivals (such as the Bach Festival), cultural activities, etc. Others see us as Convention City of the future. Some dream of the area as a mecca for the Jet Set while the equestrians refer to the "Horsey set".

Is the community so enamored with the hedonistic pursuits that they fail to see the socio-economic-political problems which plague this area?

Has the community tried to pin down the most pressing problems and realistically explored ways of resolving them?

In the preamble to most city plans are the important words which assure that the community should be a good

place for people to live, work, and play. Is this community "open" in terms of housing to all the people who work here and does it provide a broad economic base with a wide, varied specialization of labor? Is the community meeting the needs of all age groups or is it losing many in the most important productive years?

In trying to analyze the community and to answer some of these questions this researcher has included the following list of recommendations in Part VI.

PART VI: RECOMMENDATIONS:

To repeat an observation made in the first part of the study, Monterey is part of the Peninsula in terms of its major problems as well as being interrelated in its economy, work force, and its future. For this reason most of the recommendations will be for a regional approach to planning and to resolving problem areas. The following recommendations have not been placed in an order of importance. Each of them is a critical issue to be considered.

1. As problems of minorities and discrimination have arisen in the past, the City Council has considered each problem individually. Hopefully, this practice will continue of lending a receptive ear to trouble areas as they arise.
2. Employment practices should be studied to determine attitudes of employers and to measure the extent of discrimination in hiring practices. (This can be done by any public or private agency or organization rather than the city).
3. Job training programs should be studied on the total Peninsula to determine their costs,

their administrative effectiveness and qualifications, and the effectiveness of each program in terms of the cost per person trained, the training successes in terms of placement. Determination should be made on whether there is overlapping and duplicated efforts by many agencies. Could one or two agencies more effectively meet the needs for training, retraining, recruitment, and placement? How much in federal and state funds (hundreds of thousands, a million dollars?) have been spent on the Monterey Peninsula in the Anti-Poverty program and in job placement, training, re-training, etcetera? How many individuals have been helped out of poverty by being trained and placed on a job? Have there been thousands or only hundreds who have actually been aided? Once a survey of all agencies (public and private) has been made on funds spent, individuals helped out of poverty, then a determination should be made of the approximate amount this has cost for each individual? A very critical look should be taken at the effectiveness of the individuals heading these agencies or programs? Are

they merely self-styled leaders, as was charged at a recent meeting? Is there an inept approach to the crucial minority and low income problems on the Peninsula? And is the ineffectiveness of programs the result of leadership given solely on skin color or low income status rather than by merit hiring based on administrative qualifications? In order to resolve these problems the full cooperation of all individuals and all agencies is necessary. Facts and figures must be shared and a more efficient way must be found of administering these programs to reach the individuals for whom they were designed.

4. Public transportation to connect the entire Peninsula and Salinas (as detailed in Part IV - 6).
5. A comprehensive study of housing with a complete housing inventory of the Peninsula giving number of dwelling units, classified by number of bedrooms and rental or sale range.
6. Based upon the housing inventory the city should, in cooperation with other Peninsula

communities, attempt to provide an adequate housing supply for low income and moderate income groups. Every federal and state financing program should be explored and efforts made to find public and private capital to meet this critical housing need on the Peninsula.

7. Greater emphasis should be placed on encouraging the building of multi-story apartment buildings and adequate zoning for multiple unit buildings should be provided. With decreasing availability of land, efforts should be made to place greater emphasis on multiple unit buildings rather than single family dwellings.
8. In order to build better bridges between age groups on the Peninsula and to give a better democratic base to policy making groups, efforts should be made to recruit young people to serve on boards and committees. Two California counties have already recognized the needs of youth and more importantly their enthusiastic, creative ideas. These are Marin County and Santa Cruz County.
9. Since so many of the Peninsula problems relate

to the military and the Negro groups, appointments to commissions and boards should include representation from both of these groups. As pointed out earlier in this study, the military has a great responsibility for providing housing for its personnel. This must be faced up to very soon.

10. A careful assessment of the 1970 census should be made in terms of the characteristics of the population. This should enable planners and policy makers to determine the changing characteristics in their communities for which to plan. The population pyramid would also indicate whether the trend of losing population in the 25 - 45 age groups is continuing. If so a number of steps to be recommended should be explored.
11. Studies should be made to determine how to place greater emphasis on a civilian based economy. Recently a California bill (AB 38) was introduced on this subject which recommended a state study to determine the ways to convert to a peace-time economy. Since our area depends so heavily on the military, ways should be explored to see how we might develop a well balanced

civilian economy.

12. Explore possibility of introducing an industrial park (for light industry similar to the Stanford industrial park). This can be research oriented and should meet no community opposition since it will be "clean" industry. It could be a research park in which there would be a cluster of compatible uses including book publishers, research centers, architects' and engineer' offices.

The Monterey Bay has gained nation-wide interest as a rich marine area ideally suited for oceanographic sciences. A study is now underway regarding the feasibility of such a development and the building of a breakwater which would make it possible. With an oceanographic center here, it would be possible to attract many oceanographic related supportive industries.

In order to bring about a well balanced community there is a need for a broader specialization of labor. This will also broaden the tax base.

13. Closely tied in with the need for light indus-

trial development is the need for a four year state college on the Peninsula. Unless ways are found to hold the young people on the Peninsula through providing higher education and jobs requiring their training skills and disciplines the "brain drain" will continue.

Industries requiring trained personnel with many technical and professional employees are unable to locate here because of the lack of these specializations. At the same time, young people seeking higher education for professionalization or vocational training highly specialized for technical employment are forced to leave this area. Thus the vicious circle is perpetuated. Only until there is a four year college on the Peninsula and an industrial park, will the population of the Peninsula stabilize and be well balanced. A community cannot survive solely as a tourist and retirement center.

The above recommendations are only the major ones which might help our community grow to its full potential.

Aristotle has said, "The aim of the city is to make man happy and safe." Happiness depends on a job, good housing, education, and freedom of movement and expression.

## APPENDIX A

### TOTAL COUNTY POPULATION:

(Source: Monterey County Planning Department)

<u>4-1-60</u>	<u>7-1-66 Est.</u>	<u>Increase</u>	<u>% Increase</u>
198,351	240,100	41,749	21.05

On April 8, 1966, Monterey County was designated as a Standard Metropolitan Statistical Area by the Bureau of the Budget, U. S. Department of Commerce. This classification was due to the growth of the major urban areas of the county and the official recognition of the population of the City of Salinas being in excess of 50,000 people.

### MONTEREY COUNTY POPULATION PREDICTIONS:

(Source: MPUSD - Master Building Program data)

<u>YEAR</u>	<u>LOW ESTIMATE</u>	<u>HIGH ESTIMATE</u>
1960	198,351*	
1970	273,000	287,700
1980	375,000	425,000
1985	440,000	520,000

\* (actual census figure)

### MONTEREY PENINSULA POPULATION PREDICTIONS:

(Source: Research, Inc., p. 68)

<u>YEAR</u>	<u>ESTIMATE</u>
1960	76,049
1965	88,521
1970	106,164
1975	126,926
1980	151,870

### PERCENTAGE INCREASE - MONTEREY CITY AND MONTEREY COUNTY:

(Source: Statistical Abstract, 1967, p. 14)

<u>MONTEREY CITY</u>	<u>1950</u>	<u>1960</u>	<u>INCREASE</u>	<u>% INCREASE</u>
	16,205	22,618	6,413	39.6%
<u>MONTEREY COUNTY</u>	130,498	198,351	67,853	52%

APPENDIX A (continued)

POPULATION CHARACTERISTICS, 1960:  
(Source: County and City Data Book, 1967, p. 32)

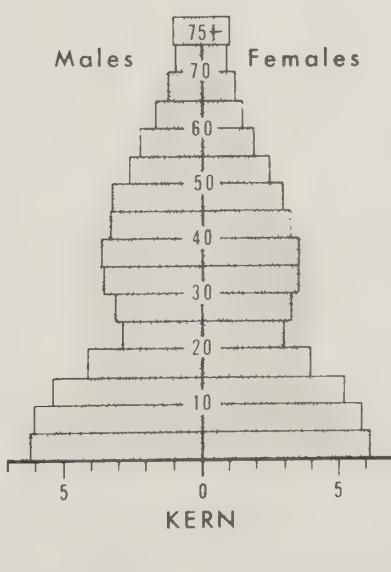
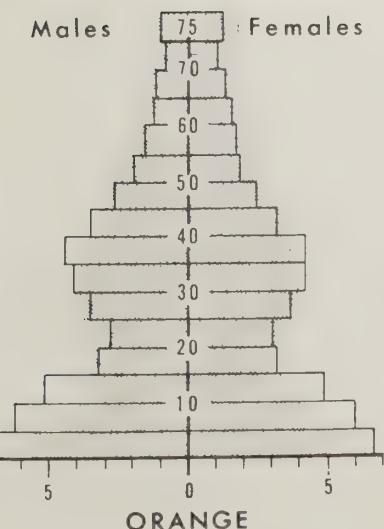
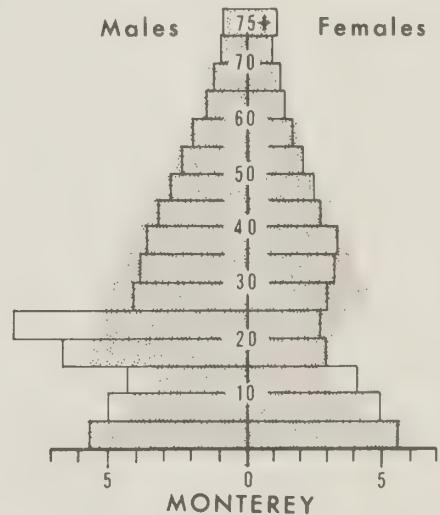
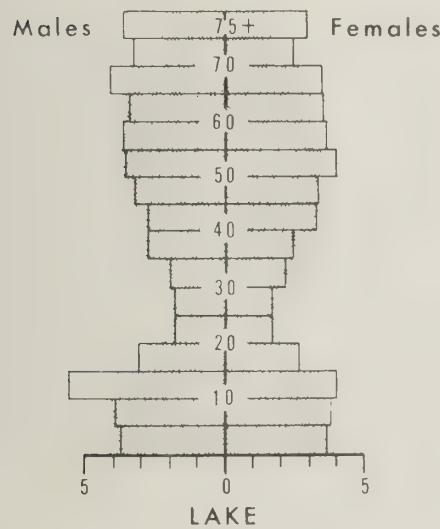
	%	%	%
<u>MONTEREY COUNTY</u>		<u>CALIFORNIA STATE</u>	<u>U.S.A.</u>
URBAN	58.5	86.4	69.9
NEGRO	4.0	5.6	10.5
FOREIGN			
STOCK	25.7	25.4	19.0
65 & over	6.2	8.8	9.2

## CALIFORNIA'S AREAS AND COUNTIES

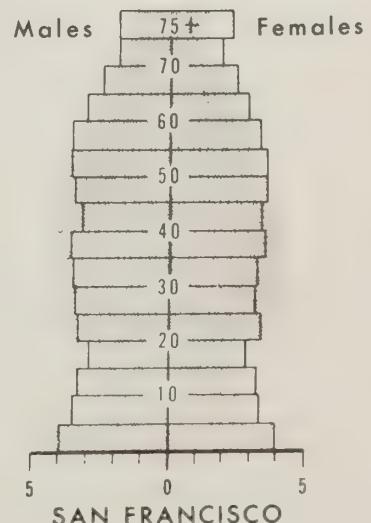
## PERCENT OF POPULATION BY AGE AND SEX FOR SELECTED COUNTIES

1950 - 1960

The darkened area under the 1960 outline indicates the 1950 population.  
 (Source: California Population 1968...Dept. of Finance)

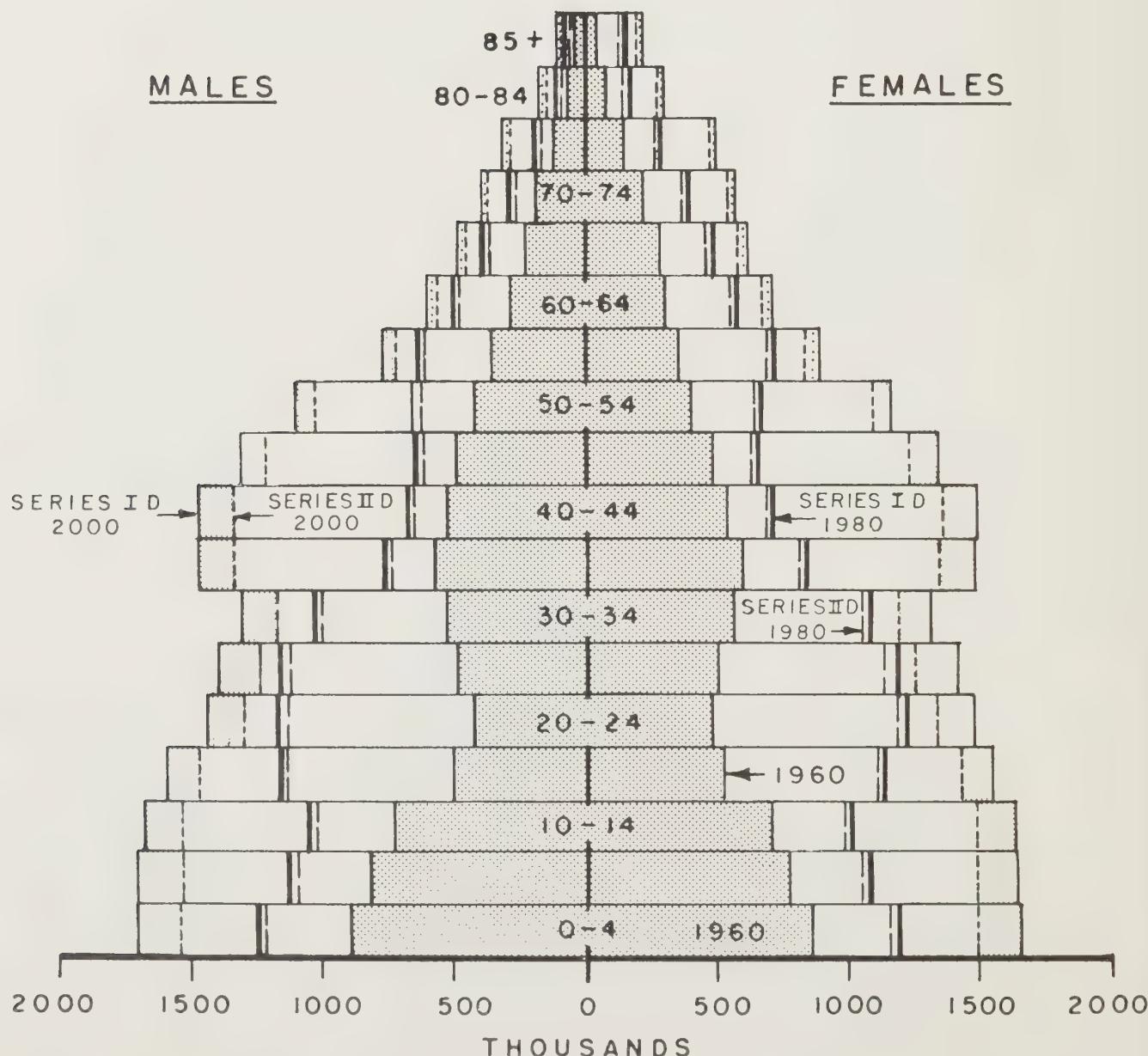


1960                    1950



APPENDIX C

Figure 5  
CALIFORNIA'S CIVILIAN POPULATION BY AGE AND SEX  
1960 - 1980 - 2000  
SERIES I D AND II D



(Source: Estimated & Projected Population of California 1960-2000...  
Dept. of Finance, State of California)

## APPENDIX D

AGE DISTRIBUTION - Salinas-Monterey Metropolitan Area #235 - 1968:  
(Source: Sales Management, June 10, 1968, p. C23)

	<u>0-5</u>	<u>6-11</u>	<u>12-17</u>	<u>18-24</u>	<u>25-34</u>	<u>35-49</u>	<u>50-64</u>	<u>65 &amp; over</u>
%	11.8	12.0	11.1	15.3	14.4	16.8	11.5	7.1

## INCREASE IN POPULATION 65 YEARS AND OLDER:

(Source: California Statistical Abstract, Oct., 1967, Section 2)

## MONTEREY COUNTY

April 1, 1960	12,385
July 1, 1966	16,100

Increase 3,715

(This represents a 30% increase.  
General population increase  
during same period was 19%)

INCREASE IN POPULATION 62 YEARS AND OVER RECEIVING SOCIAL SECURITY BENEFITS:

(Source: Ira T. Land, Social Security Administration)

MONTEREY PENINSULA - 1960 to 1968

1960 7,500  
1968 12,006 (out of 16,800 population over  
over 62 yrs.)

Increase 4,506

(This represents approximately an 80% increase in 8 years on the Monterey Peninsula)

NUMBER OF OLD AGE SECURITY RECIPIENTS - 1955 - 1966:

(Source: League of Women Voters Welfare study)

MONTEREY COUNTY

1955	1,978
1965	2,222
1966	2,787

APPENDIX E

INCOME:

INCOME DISTRIBUTION - MONTEREY, MONTEREY COUNTY, SEASIDE, SALINAS, CALIFORNIA STATE, U.S.A. - 1968:  
 (Source: Sales Management, June 10, 1968)

% of Households Having Following Incomes:

	0 - 2,999	3,000 - 4,999	5,000 - 7,999	8,000 - 9,999	10,000 - 15,000 and over
Monterey	21.1	14.5	26.2	14.7	23.5
Monterey Co.	20.3	15.4	26.2	14.2	23.9
Seaside	21.2	22.8	28.9	12.8	14.3
Salinas	19.3	12.6	25.4	16.2	26.5
California	2.3	12.7	41.7	15.2	28.1
U.S.A.	20.2	14.3	26.7	14.3	24.5

MEDIAN FAMILY INCOME - MONTEREY COUNTY AND STATE, 1960:  
 (Source: County and City Data Book, p. 33)

	INCOME UNDER 3,000	OVER 10,000
Monterey Co.	5,770	17%
California	6,726	14.1% 21.8%

EFFECTIVE BUYING INCOME - 1967 MONTEREY COUNTY AND SELECTED COMMUNITIES:

(Source: Sales Management, June 10, 1968)

PER HOUSEHOLD

Monterey Co.	10,268
Monterey	8,927
Seaside	6,962
Salinas	9,427

APPENDIX F1

P O V E R T Y I N D I C A T O R S

Monterey County

SOCIO-ECONOMIC INDICATORS	U N F A V O R A B L E	F A V O R A B L E
MAGNITUDE OF POVERTY	EXT SIG MOD NORMAL	MOD SIG EXT
SEVERITY OF POVERTY	*IIIIIIIIIIIIIIIIII*	
ECONOMIC COMPENSATION	*IIIIIIIIIIIIIIII	
ECONOMIC ACTIVITY	*IIIIIIIIIIIIII	
FAMILY RESOURCES	*IIIIIIIIIIIIII	
EMPLOYMENT CONDITIONS	IIIIIIIIIIII*	
EDUCATIONAL ACHIEVEMENT	*IIIIIIIIIIIIIIIIII	
FUNCTIONAL ILLITERACY	I*	
ADEQUACY OF HEALTH CARE	NO DATA AVAILABLE	
HEALTH STATUS	*IIII	
SUFFICIENCY OF HOUSING	I*	
AGRICULTURAL PROSPERITY	*IIIIIIIIIIIIIIIIII	
U N F A V O R A B L E	EXT SIG MOD NORMAL	MOD SIG EXT
F A V O R A B L E		

LEGEND...    EXT -- EXTREMELY  
              SIG -- SIGNIFICANTLY  
              MOD -- MODERATELY

(Source: Office of Economic Opportunity...Information Center)

## APPENDIX F2

### P O V E R T Y I N D I C A T O R S

#### Monterey County

THE INDICATORS SHOWN IN THE CHART ON THE PRECEDING PAGE CONSIST OF NATIONAL RANKS ON SOCIAL AND ECONOMIC CHARACTERISTICS RELATED TO POVERTY. THESE CHARACTERISTICS ARE DEFINED BELOW WITH THEIR VALUES AS OBSERVED FOR MONTEREY COUNTY, CALIFORNIA, AND FOR THE UNITED STATES NORM...

MAGNITUDE OF POVERTY -- 10,864 FAMILIES IN MONTEREY COUNTY RECEIVED INCOMES BELOW THE SOCIAL SECURITY ADMINISTRATION POVERTY CUTOFF IN 1966, AS OPPOSED TO A NATIONAL COUNTY NORM OF 1,221 FAMILIES.

SEVERITY OF POVERTY -- 18.4% OF THE FAMILIES IN MONTEREY COUNTY RECEIVED INCOMES OF BELOW THE SOCIAL SECURITY ADMINISTRATION POVERTY CUTOFF IN 1966, COMPARED TO 22.6% OF THE FAMILIES IN THE TYPICAL COUNTY.

ECONOMIC COMPENSATION -- \$1,196 AVERAGE FIRST QUARTER GROSS EARNINGS FOR EMPLOYEES IN ALL INDUSTRIES WERE REPORTED IN MONTEREY COUNTY IN 1964, WHERE \$906 WERE EARNED IN THE COUNTY AT THE NORM.

ECONOMIC ACTIVITY -- \$1,504 OF RETAIL SALES WERE TRANSACTED FOR EACH PERSON LIVING IN MONTEREY COUNTY IN 1966, CONTRASTED TO \$1,204 AT THE NATIONAL NORM.

FAMILY RESOURCES -- A MEDIAN FAMILY INCOME OF \$5,821 WAS OBSERVED IN MONTEREY COUNTY IN 1966, AS OPPOSED TO THE UNITED STATES COUNTY STANDARD OF \$4,630.

EMPLOYMENT CONDITIONS -- 6.5% OF THE LABOR FORCE IN MONTEREY COUNTY WAS UNEMPLOYED IN 1960, COMPARED TO 4.8% IN THE TYPICAL COUNTY.

(Source: Office of Economic Opportunity...Information Center)

APPENDIX F3

P O V E R T Y I N D I C A T O R S

Monterey County

EDUCATION ACHIEVEMENT -- A MEDIAN OF 11.8 SCHOOL YEARS WERE COMPLETED BY PERSONS AGE 25 AND OVER IN MONTEREY COUNTY IN 1960, WHEREAS THE TYPICAL COUNTY SHOWED 9.5 YEARS.

FUNCTIONAL ILLITERACY -- 8.2% OF THE POPULATION OF MONTEREY HAD FAILED TO COMPLETE OVER FOUR YEARS OF SCHOOL IN 1960, CONTRASTED TO THE NATIONAL NORM OF 7.8%.

ADEQUACY OF HEALTH CARE -- NOT REPORTED.

HEALTH STATUS -- 1,530 INFANT DEATHS PER 100,000 LIVE BIRTHS OCCURRED IN MONTEREY COUNTY IN 1964, COMPARED TO A NATIONAL NORM OF 1,700.

SUFFICIENCY OF HOUSING -- 13.3% OF THE DWELLING UNITS IN MONTEREY COUNTY HOUSED MORE THAN THE NATIONAL AVERAGE OF 1.01 PERSONS PER ROOM IN 1960.

AGRICULTURAL PROSPERITY -- THE VALUE OF THE FARMER LEVEL-OF-LIVING INDEX FOR MONTEREY COUNTY IN 1960 STOOD AT 187, CONTRASTED TO A VALUE OF 100 FOR THE AVERAGE COUNTY.

NOTE - THE VALUES SHOWN ABOVE FOR THE TYPICAL COUNTY REPRESENT MEDIANs FOR COUNTIES RATHER THAN NATIONAL AVERAGES, WHICH ARE PRESENTED IN THE SPECIFIC REPORTS BELOW.

(Source: Office of Economic Opportunity...Information Center)

## APPENDIX F4

### C O M M U N I T Y   P R O F I L E   P R O J E C T

#### Monterey County

#### P R O F I L E   O F   T H E   P O O R

##### DEFINITION OF POVERTY

AN INDIVIDUAL IS CONSIDERED POOR IF HIS PERSONAL INCOME OR THE INCOME OF THE FAMILY TO WHICH HE BELONGS INADEQUATELY PROVIDES FOR HIS SUBSISTANCE. THE LEVEL OF INCOME NECESSARY FOR SURVIVING ON A MINIMUM DIET WITH NONE OF THE AMENITIES OF PROSPERITY HAS BEEN DETERMINED BY THE SOCIAL SECURITY ADMINISTRATION FOR FAMILIES OF VARYING SIZE AND RURAL/URBAN RESIDENCE STATUS. FOR EXAMPLE, AN UNRELATED INDIVIDUAL LIVING ON A FARM WAS CONSIDERED IN POVERTY IF HIS INCOME WAS UNDER \$1,065 IN 1960 OR \$1,085 IN 1965. ON THE OTHER HAND, A FAMILY OF SEVEN MEMBERS LIVING IN A NON-FARM AREA REQUIRED \$4,985 IN 1960 OR \$5,090 IN 1965 IN ORDER NOT TO BE IN POVERTY.

CONSIDERING THE RELATIONSHIP OF FAMILY INCOME TO THE FAMILY SIZE AND RESIDENCE STATUS IN MONTEREY COUNTY, THE AVERAGE INCOME CUTOFF DISTINGUISHING POOR FROM NON-POOR STOOD AT \$2,814 IN 1960 AND \$2,870 IN 1966.

##### LEVEL OF POVERTY

OUT OF A TOTAL OF 58,936 FAMILIES, 10,864 OR 18.4% WERE POOR BY THE ABOVE CRITERIA IN 1966 IN MONTEREY COUNTY. IN THE STATE OF CALIFORNIA AS A WHOLE AT THE SAME TIME, OUT OF 6,098,200 FAMILIES, 728,000 OR 18.2% WERE POOR. POVERTY, THEREFORE, AFFECTED THE FAMILIES IN THIS COUNTY MORE HEAVILY THAN CALIFORNIA OVERALL. MOREOVER, THE STATE SHOWED A HIGHER POVERTY RATE THAN THE NATION IN GENERAL, WHERE 15.1% OF ALL FAMILIES WERE POOR IN 1966.

IN THE SAME YEAR, MONTEREY COUNTY HELD 1.2% OF ALL CALIFORNIA FAMILIES AS OPPOSED TO 1.5% OF THE POOR FAMILIES IN THE STATE. THE MONTEREY COUNTY FAMILIES IN POVERTY REPRESENTED 0.2% OF ALL FAMILIES IN CALIFORNIA IN 1966.

CALIFORNIA, WITH 8.8% OF ALL THE FAMILIES IN THE UNITED STATES HELD 8.4% OF THE POOR FAMILIES OF THE NATION IN 1966. THESE POOR FAMILIES RESIDING IN CALIFORNIA ACCOUNTED FOR 1.3% OF THE WHOLE UNITED STATES FAMILY POPULATION.

(Source: Office of Economic Opportunity...Information Center)

DEMOGRAPHIC PROFILE  
Monterey County

POPULATION CHARACTERISTICS

THE RACIAL COMPONENTS OF THE POPULATION OF A COMMUNITY AND ITS MAKEUP IN TERMS OF AGE GROUPS ARE TWO IMPORTANT DEMOGRAPHIC CHARACTERISTICS WHICH DESCRIBE TYPES OF POPULATION OFTEN AFFLICTED BY POVERTY. IN PARTICULAR, THE PERCENTAGE NON-WHITE AND THE PERCENTAGES IN THE PRE-SCHOOL AND RETIREMENT CATEGORIES SHOULD BE CLOSELY SCRUTINIZED.

IN MONTEREY COUNTY, IN 1966, 10.0% OF THE POPULATION WAS NON-WHITE. 44.7% OF THIS NON-WHITE POPULATION WERE NEGROES. IN RELATION TO THE REST OF THE COUNTRY, MONTEREY COUNTY HAD A HIGHER PERCENTAGE NON-WHITE POPULATION THAN SEVENTY-ONE PERCENT OF THE 3,135 UNITED STATES COUNTIES. IN 1960, THE PERCENTAGE OF THE POPULATION OF MONTEREY COUNTY WHICH WAS NON-WHITE WAS LOWER THAN 1966, 9.0%, AND IN 1950 WAS EVEN LOWER THAN 1960, 6.2%.

THE MEDIAN AGE IN MONTEREY COUNTY IN 1966 WAS 26.8 YEARS, OLDER THAN 1960 WHEN IT WAS 24.8 YEARS. FURTHER BACK, IN 1950, IT WAS 28.0.

COMPARED BELOW ARE THE PERCENTAGES OF THE UNITED STATES POPULATION AND THE POPULATION OF MONTEREY COUNTY FOR PERSONS AGED FIVE YEARS AND UNDER AND OVER SIXTY-FIVE, IN 1950, 1960, AND 1966.

	COUNTY	U.S.A.
<b>5 AND UNDER</b>		
1966	13.2%	10.0%
1960	11.3%	11.3%
1950	11.6%	10.7%
<b>65 AND OVER</b>		
1966	6.4%	9.5%
1960	6.2%	9.2%
1950	5.5%	8.3%

(Source: Office of Economic Opportunity...Information Center)

APPENDIX G

HOUSING:

BUILDING PERMITS ISSUED - CITY OF MONTEREY 1963 THROUGH AUG., 1968:  
 (Source: Monterey Building Department)

YEAR	Single				Demolitions	Remaining Substandard
	Family	Duplex*	Multiple	Condominiums		
1963	81	12	189		86	
1964	58	8	564		86	44
1965	72	8	148		90	40
1966	36	4	275	60	101	261
1967	50	30	31		100	234
1968	24	4	38		26	251

BUILDING PERMITS ISSUED - CITY OF SEASIDE 1963 THROUGH AUG., 1968:  
 (Source: Seaside Building Department)

YEAR	Single			Demolitions	Removals
	Family	Duplex	Multiple		
1963	128	6	129	58	91
1964	101	10	34	50	4
1965	18	18		47	
1966	33			43	
1967	67			185	
1968	69			286	11

\* Figures listed under duplexes represent total number of units, not duplex buildings.

APPENDIX H

LEAGUE OF WOMEN VOTERS OF THE MONTEREY PENINSULA  
Membership meeting of September 19, 1968

- 1) We will not have audience participation this time since we will be holding small-group unit meetings at a later date for discussion among our members.
- 2) Program Schedule: Approximate Time

The League's national position and state and national legislative provisions regarding housing: highlights	5 minutes
Symposium: housing needs and problems on the Monterey Peninsula	25 minutes (15 min. each)
Panel discussion: local action and issues	20 minutes
League's housing study: plans ahead	5 minutes
- 3) Suggested Questions for Discussion:
  - a) Do we have enough good housing on the Peninsula for all income levels?
  - b) Is housing suitably located in relation to places of employment? Is transportation a problem?
  - c) Is adequate financing available to all income levels? for purchase? for rent?
  - d) Do we have needs for repairing, improving or replacing deteriorating housing? What problems are involved?
  - e) Do housing patterns tend to support racial separation? Separation of income groups? Do practices in renting or selling tend to support these separations?
  - f) Is public attitude here a problem in bringing about equal access to housing? Is this improving?
  - g) Do we need any local laws or regulations in addition to the federal and state requirements?
  - h) What are the potentials and problems of public planning related to housing?

APPENDIX H (continued)

- i) What changes seem to be ahead for the future in relation to any of the questions above?
- j) Summary: What needs to be done on the Peninsula to bring about more adequate housing for all citizens? more desirable housing patterns? equal access to housing?

NOTE: Foregoing is a program for a League of Women Voters luncheon held in Pacific Grove, September 19, 1968. This discussion was focused on the two-year study, Development of Human Resources, which the National Board of the League of Women Voters had adopted on May 2, 1968.

## APPENDIX I

### EQUAL OPPORTUNITY IN HOUSING

1967

California Real Estate Association

#### CODE OF PRACTICES

THE (name of Board of Realtors)  
subscribes to the policy that a favorable public attitude for  
equal opportunity in the acquisition of housing can best be  
accomplished through leadership, example, education and the  
mutual cooperation of the real estate industry and the public.

The following is hereby stated as the CODE OF PRACTICES of  
this Board:

1. It is the responsibility of a Realtor to offer equal service to all clients without regard to race, color, religion, or national origin in the sale, purchase, exchange, rental, or lease of real property.
  - a. A Realtor should stand ready to show property to any member of any racial, creedal, or ethnic group.
  - b. A Realtor has a legal and ethical responsibility to receive all offers and to communicate them to the property owner. The Realtor being but an agent, the right of decision must be with the property owner.
  - c. A Realtor should exert his best efforts to conclude the transaction.
2. Realtors, individually and collectively, in performing their agency functions have no right or responsibility to determine the racial, creedal, or ethnic composition of any neighborhood or any part thereof.
  - a. A Realtor shall not advise property owners to incorporate in a listing of property an exclusion of sale to any such group.
  - b. A Realtor may take a listing which insists upon such exclusion, but only if it is lawfully done at the property owner's instance without any influence whatsoever by the agent.

APPENDIX I (continued)

3. Any attempt by a Realtor to solicit or procure the sale or other disposition in residential areas by conduct intended to implant fears in property owners based upon the actual or anticipated introduction of a minority group into an area shall subject the Realtor to disciplinary action. Any technique that induces panic selling is a violation of ethics and must be strongly condemned.
4. Each Realtor should feel completely free to enter into a broker-client relationship with persons of any race, creed, or ethnic group.
  - a. Any conduct inhibiting said relationship is a specific violation of the rules and regulations of this board, and shall subject the violating Realtor to disciplinary action.

*Published by  
California Real Estate Association*

APPENDIX J

C O P Y

OFFICE OF ECONOMIC  
OPPORTUNITY

Public Affairs  
Washington, D.C. 20506  
Telephone: 296-2980

Family Planning has been designated by the Congress as an OEO "National Emphasis Program." The Office of Economic Opportunity has been, and continues to be, vitally concerned about the provision of Family Planning Services as an indispensable element in local efforts to combat poverty.

The accompanying pamphlet provides information and suggestions for the development of successful Family Planning Programs through Community Action.

Revised "Poverty Guidelines for Fiscal Year 1968" were issued in Community Actions Memo No. 74 of November 15, 1967, and the following table should be substituted for the "index" appearing on page 13:

<u>Family Size</u>	<u>Non-Farm</u>	<u>Farm</u>	◦	<u>Family Size</u>	<u>Non-Farm</u>	<u>Farm</u>
1	\$1,600	\$1,100	◦	8	\$5,300	\$3,700
2	2,000	1,400	◦	9	5,800	4,000
3	2,500	1,700	◦	10	6,300	4,400
4	3,200	2,200	◦	11	6,800	4,700
5	3,800	2,600	◦	12	7,300	5,100
6	4,200	3,000	◦	13	7,800	5,400
7	4,700	3,300	◦			

It is our hope that this pamphlet will be of assistance to you. If you have any questions or wish further information, please address inquiries to:

Family Planning Office  
Community Action Program  
Office of Economic Opportunity  
1111 18th Street, N.W.  
Washington, D.C. 20506

Sincerely,

Gary D. London, M. D.  
Associate Director for  
Family Planning

APPENDIX K

Salinas Area Service Center  
May and June, 1968

Family	Size House	Rent Paid	Family Income	Percentage
9	3 Br.	\$ 84	\$ 3,000	33.6%
12	---	----	12,000	---
6	2 Br.	50	3,000	20%
12	1 Br.	85	5.000	20.4%
3	2 Br.	80	Welfare	
7	1 Br.	40	Welfare	
9	1 Br.	60	3,000	24%
2	1 Br.	30	3,500	10%
8	1 Br.	75	?	
1	2 Br.	----	Welfare	
2	4 Br.	----	3,300	
5	1 Br.	35.50	5,000	8.5%
4	2 Br.	----	1,400 Welfare	
2	1 Br.	40.50	3,000 Welfare	16%
6	---	75	3,800 Welfare	23.6%
6	2 Br.	75	9,000	10%
8	---	----	3,500	
2	2 Br.	----	8,000	
1	2 Br.	----	4,000	
7	3 Br.	80	4,500	21%
3	2 Br.	25	2,000	15%
3	2 Br.	70	3,000	26%
1	2 Br.	----	4,000	
1	---	----	3,000	
12	---	----	3,000	
6	3 Br.	85	3,513	29%
2	3 Br.	55	1,200	55%
1	1 Br.	84	2,402	41%
6	3 Br.	90	3,314	32%
5	3 Br.	45	4,000	13.5%
3	1 Br.	----	2,800	
7	5 Br.	60	3,000	24%
2	4 Br.	----	5,000	
3	3 Br.	76	3,504	26%
2	7 Br.	----	4,000	
8	2 Br.	95	5,040 Welfare	22.6%
1	5 Br.	65	3,640	21%
3	2 Br.	35.50	2,037	20.9%
8	2 Br.	75	Welfare	
1	---	----	1,200	
1	2 Br.	----	1,600	
1	3 Br.	----	---	
6	1 Br.	80	4,500	18%

APPENDIX K (continued)

Family	Size House	Rent Paid	Family Income	Percentage
3	2 Br.	35.50	1,560 Welfare	27%
10	2 Br.	75	Welfare	
7	3 Br.	---	4,500	
1	10 Br.	100	3,000	40%
7	1 1/2 Br.	104	4,400	28%
7	2 Br.	85	5,500	18%
13	3 Br.	67.50	2,200	36%
7	2 Br.	50	4,200	14%
7	2 Br.	80	---	
5	2 Br.	40.50	1,560 Welfare	31%
11	2 Br.	80	---	
9	2 Br.	75	4,165	21%
6	3 Br.	125	2,520	59%
10	3 Br.	---	10,000	---
1	2 Br.	100	---	
6	2 Br.	75	1,700	52%
10	2 Br.	35.50	---	
3	---	35.50	Welfare	
9	4 Br.	65	Welfare	
8	2 Br.	80	Welfare	
7	3 Br.	100	Welfare	
9	2 Br.	75	4,000	22.5%
10	4 Br.	---	4,000	
11	3 Br.	40	3,000	16%
6	2 Br.	75	2,496 Welfare	36%
7	3 Br.	110	4,000	33%
11	3 Br.	85	5,000	20%
1	1 Br.	22.50	3,500	7.7%
9	3 Br.	65	3,360	23%
7	3 Br.	51.75	4,000	15.5%
5	2 Br.	90	6,000	18%
1	2 Br.	60	---	
5	1 Br.	65	3,000	26%
3	1 Br.	65	2,500	31%
1	Barraks	---	2,500	
7	4 Br.	100	5,000	24%
6	Barraks	---	2,700	
1	3 Br.	---	1,200	
6	2 Br.	60	600	
8	3 Br.	50	5,000	12%
8	4 Br.	---	3,408 Welfare	
4	2 Br.	117	3,600	39%
4	2 Br.	45	Welfare	
7	2 Br.	70	2,300	36.5%
6	2 Br.	---	2,500	
9	4 Br.	65	3,000	

APPENDIX K (continued)

Family	Size House	Rent Paid	Family Income	Percentage
4	1 Br.	50	---	
15	5 Br.	180	4,000	19.5%
2	1 Br.	90	1,680	64%
5	2 Br.	100	4,000	30%
8	2 Br.	100	2,400	50%
1	1 Br.	75	2,074	43%
6	2 Br.	115	700	
8	2 Br.	85	1,500	68%
8	2 Br.	85	1,500	68%
5	2 Br.	70	1,500	56%
11	2 Br.	---	5,000	
2	1 Br.	55	2,000	33%
4	1 Br.	60	2,500	28.8%
3	2 Br.	70	1,500	56%
6	3 Br.	110	1,500	88%
10	2 Br.	30	6,000	6%
9	2 Br.	110	1,600	83%
10	3 Br.	50	3,000	20%
9	2 Br.	110	2,000	66%
7	2 Br.	40	8,000	6%
1	1 Br.	45	1,000	54%
6	2 Br.	75	Welfare	
3	2 Br.	92	5,000	22%
4	3 Br.	118	---	
10	2 Br.	75	6,400	14%

APPENDIX L

MONTEREY PENINSULA UNIFIED SCHOOL DISTRICT  
Personnel Department  
August 28, 1968

FROM: John Christ, Assistant Personnel Director

SUBJECT: Negro Employment in Classified Positions

The following information has been developed to illustrate the present status of Negro employment in classified positions with the Monterey Peninsula Unified School District.

<u>Occupational Groups</u>	<u>Total Number Of Employees</u>	<u>Number of Negroes</u>	<u>Percent of Negroes</u>
Administration and Accounting	20	3	15.0%
Cafeteria	106	4	3.8%
Child Care and Pre-School Operations	20	7	31.8%
Classroom Aides	58	9	15.5%
Clerical	112	6	5.3%
Custodial	118	33	28.0%
Data Processing	7	0	0.0%
Grounds	24	1	4.2%
Maintenance	35	1	2.8%
Print Shop and Miscellaneous	5	0	0.0%
Recreation	25	9	36.0%
Transportation	29	2	6.9%
Warehouse	<u>4</u>	<u>0</u>	<u>0.0%</u>
Total	563	75	13.5%

JC/mkp

APPENDIX M

MONTEREY PENINSULA UNIFIED SCHOOL DISTRICT  
Personnel Department  
August 28, 1968

COMPARATIVE ETHNIC SURVEY--CERTIFICATED PERSONNEL  
1968 -- Negro Personnel

Principals & Vice-Principals	2	1 Vice-Principal--Highland 1 Community School Principal Central Office
Teachers	53	1 Cabrillo 3 Del Rey Woods 1 Hayes 3 Highland 1 La Mesa 3 Manzanita 2 Marshall 1 Monte Vista 3 Noche Buena 1 Olson 3 Ord Terrace 2 Patton 2 Stilwell 1 Colton 2 Fitch 4 Fremont 7 King 4 Los Arboles 2 Monterey High 7 Seaside High
Counselors	3	2 King Jr. High 1 Seaside High
Other Certificated	4	1 Coordinator/Compensatory Educ 1 Parental Involvement Consulta 1 Librarian 1 Teacher Corps Leader
Total	62	(6.7% of Certificated Staff)

JHL/mkp

APPENDIX N

MONTEREY PENINSULA UNIFIED SCHOOL DISTRICT  
COMPARATIVE ETHNIC SURVEY -- CERTIFICATED PERSONNEL  
1966, 1967, 1968

	TOTAL DISTRICT			WHITE								NON-WHITE							
				Spanish Surname			Other White		Negro			Other Non-White		Total		Non-White			
	66	67	68	65	67	68	65	67	66	65	67	68	66	67	68	65	67	68	
Principals & Vice-Principals	44	47	48	2	2	2	42	45	44	-	-	2	-	-	-	-	-	-	2
				4.5%	4.3%	4.2%	95.5%	95.7%	91.8%	-	-	4.2%	-	-	-	-	-	-	4.2%
Teachers	710	797	803	10	16	19	661	733	721	27	39	53	9	9	14	36	43	57	
				1.4%	2.0%	2.4%	93.6%	92.0%	89.2%	3.8%	4.9%	6.6%	1.2%	1.1%	1.8%	5.0%	6.1%	8.1%	
Counselors	-	24	27	-	-	-	22	21	1	-	2	3	-	-	-	-	-	2	3
				-	-	-	-	91.7%	88.9%	-	8.3%	11.2%	-	-	-	-	-	6.3%	11.1%
Other Certificated	54	50	52	-	-	-	50	47	45	2	1	4	2	2	2	4	3	6	
				-	-	-	92.5%	92.0%	88.5%	3.7%	2.0%	7.7%	3.8%	4.0%	3.8%	7.5%	6.0%	11.5%	
Total Certificated Personnel	308	918	927	12	18	21	756	847	828	29	42	62	11	11	16	40	53	78	
				1.5%	2.0%	2.3%	93.5%	92.3%	89.3%	3.6%	4.5%	6.7%	1.4%	1.2%	1.7%	5.0%	5.7%	8.4%	

Note:

Figures for 1966 and 1967 were taken from "Summary of Ethnic Survey Conducted on November 6, 1967, & Comparisons with Survey Conducted in 1966," Monterey Peninsula Unified School District, Office of the Associate Superintendent, March 22, 1968. 1968 figures are based on current staffing information and may be considered approximate only.

"Other Certificated" category includes Superintendent, Assistant Superintendents, Directors, Coordinators, Special Consultants, Nurses, etc. (i.e., non-teaching certificated personnel).

"Counselors" were included in the "Other Certificated" category in the 1966 survey.

APPENDIX O1  
MONTEREY PENINSULA UNIFIED SCHOOL DISTRICT  
December 12, 1967

SUMMARY OF ETHNIC SURVEY CONDUCTED ON NOVEMBER 8, 1967 & COMPARISONS WITH SURVEY CONDUCTED IN 1966

PART I - STUDENTS

ELEMENTARY SCHOOL	TOTAL ENROLLMENT 1966 1967	WHITE				NON-WHITE				TOTAL NON- WHITE						
		SPANISH SURNAME		OTHER WHITE		NEGRO		CHINESE JAPANESE KOREAN		AMERICAN INDIAN		OTHER NON- WHITE				
		1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967			
BAY VIEW	306	318 %	14.7	13.2	69.3	63.9	3.3	5.7	10.1	10.0	.3	-	7	7	49	57
CABRILLO	383	429 %	9.1	7.7	42.3	38.5	32.3	36.3	12.3	6.7	-	-	-	44	163	231
CRUMPTON	470	611 %	6.8	10.1	70.4	65.3	6.4	6.4	9.5	12.9	-	-	32	33	107	151
DEL MONTE	505	533 %	3.2	5.8	86.3	79.4	3.6	4.3	5.1	6.2	-	-	1.8	4.3	10.5	14.8
DEL REY WOODS	905	791 %	6.2	8.0	80.9	63.6	3.3	13.5	7.6	10.2	-	.9	2.0	3.8	12.9	28.4
FOOTHILL	-	441 %	-	5	-	416	-	2	-	16	-	-	-	2	-	20
HAYES	621	540 %	3.4	9.6	74.2	58.5	18.0	17.6	4.0	10.2	-	.2	.4	3.9	22.4	31.9
HIGHLAND	833	594 %	3.2	4.9	17.0	24.7	73.2	61.6	6.0	4.5	-	.7	.6	3.6	79.3	70.4
HILLTOP	249	252 %	6.0	7.5	76.7	73.4	6.4	6.4	10.1	11.9	-	-	2	2	43	48
LA MESA	974	791 %	1.2	.5	96.6	90.5	.3	1.5	1.3	1.4	-	.1	.6	-	21	24
LARKIN	314	335 %	3.2	2.7	86.9	85.7	1.3	1.2	4.1	7.5	-	-	14	10	31	39
MANZANITA	-	337 %	-	17	-	95	-	160	-	26	-	-	-	39	-	225
MARINA DEL MAR	375	431 %	2.7	4.4	82.1	77.3	2.4	1.9	5.9	5.1	-	-	6.9	11.3	15.2	18.3
MARINA VISTA	697	608 %	15.5	12.8	69.9	62.2	3.9	5.1	9.3	15.5	-	.2	1.4	4.2	14.6	25.0
MARSHALL	767	710 %	9.0	7.2	68.4	67.0	14.2	13.7	5.6	6.8	-	.6	2.8	4.7	22.6	25.8

\*Other non-white: Filipinos, Hawaiian, Aleuts, Eskimos, and Asians, other than Chinese, Jap., Korean.

APPENDIX O2

SUMMARY OF ETHNIC SURVEY CONDUCTED ON NOVEMBER 8, 1967 & COMPARISON WITH 1966 (Continued)  
PART I - STUDENTS (Continued)

ELEMENTARY SCHOOL	TOTAL ENROLLMENT 1966 1967	WHITE				NON-WHITE								TOTAL NON- WHITE 1966 1967		
		SPANISH SURNAME 1966 1967		OTHER WHITE 1966 1967		NEGRO 1966 1967		CHINESE JAPANESE KOREAN 1966 1967		AMERICAN INDIAN 1966 1967		OTHER NON- WHITE 1966 1967				
		8	6	596	579	3	2	16	24	-	-	3	2	22	28	
MONTE VISTA	626	613 %	1.3	1.0	95.2	94.5	.5	.3	2.5	3.9	-	-	.5	.3	3.5	4.5
			40	22	155	104	299	168	31	26	3	1	21	10	354	205
*NOCHE BUENA	549	331 %	7.3	6.6	28.2	31.4	54.5	50.8	5.6	7.9	.6	.3	3.8	3.0	64.5	62.0
			22	35	408	438	5	17	46	70	2	-	19	10	72	97
OLSON	502	570 %	4.4	6.1	81.3	76.8	1.0	3.0	9.2	12.3	.4	-	3.7	1.8	14.3	17.1
			52	70	505	395	127	257	86	63	5	2	65	98	283	420
ORD TERRACE	840	885 %	6.2	7.9	60.1	44.6	15.1	29.0	10.2	7.1	.6	.2	7.8	11.2	33.7	47.5
			87	78	494	449	118	108	53	47	5	10	27	55	203	220
PATTON	784	747 %	11.1	10.4	63.0	60.1	15.1	14.5	6.8	6.3	.6	1.3	3.4	7.4	25.9	29.5
			21	35	275	302	19	46	33	46	2	1	16	10	70	103
SEASIDE	366	440 %	5.7	8.0	75.1	68.6	5.2	10.5	9.0	10.5	.6	.2	4.4	2.2	19.2	23.4
			87	82	512	485	137	115	61	68	-	1	13	30	211	214
STILWELL	810	781 %	10.8	10.5	63.2	62.1	16.9	14.7	7.5	8.7	-	.1	1.6	3.9	26.0	27.4
TOTAL K-6	12,002	12,136 %	781	842	8256	7862	1806	1890	822	952	18	33	319	557	2965	3432
			6.5	6.9	68.8	64.8	15.0	15.6	6.9	7.8	.1	.3	2.7	4.6	24.7	28.3

\*Noche Buena-does not include pre-school- which is as follows:

PRE-SCHOOL	-	48 %	-	-	-	6	-	41	-	-	-	-	-	1	-	42
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\*Reduced in 1967 from K-6 to K-3.

APPENDIX P

SUMMARY OF ETHNIC SURVEY CONDUCTED ON NOVEMBER 8, 1967 & COMPARISONS WITH 1966 (Continued)  
PART I - STUDENTS (Continued)

JUNIOR HIGH SCHOOL	TOTAL ENROLLMENT 1966 1967	WHITE				NON-WHITE				TOTAL NON-WHITE							
		SPANISH SURNAME		OTHER WHITE		NEGRO		CHINESE JAPANESE KOREAN		AMERICAN INDIAN		OTHER NON-WHITE					
		1966	1967	1966	1967	1966	1967	1966	1967	1966	1967	1966	1967				
COLTON	909	900	%	48 5.3	51 5.7	782 86.0	750 83.3	13 1.4	35 3.9	49 5.4	49 5.4	1 .1	- .1	16 1.8	15 1.6	79 8.7	99 10.9
FITCH	962	1039	%	101 10.5	105 10.1	634 65.9	672 64.7	131 13.6	157 15.1	56 5.8	74 7.1	3 .3	4 .4	37 3.9	27 2.6	227 23.6	262 25.2
FREMONT	854	898	%	57 6.7	67 7.5	621 72.7	600 66.8	106 12.4	158 17.6	52 6.1	55 6.1	- .1	2 .2	18 2.1	16 1.8	176 20.6	231 25.7
LOS ARBOLES	449	565	%	33 7.4	58 10.3	356 79.3	418 74.0	12 2.7	22 3.9	28 6.2	58 10.3	1 .2	1 .2	19 4.2	8 1.3	60 13.3	89 15.7
PORTOLA	632	755	%	33 5.2	24 3.2	245 38.8	298 39.5	258 40.8	314 41.6	37 5.8	32 4.2	8 1.3	- .1	51 8.1	87 11.5	354 56.0	433 57.3
TOTAL 7-9	3,806	4,157	%	272 7.1	305 7.3	2638 69.3	2738 65.9	520 13.7	686 16.5	222 5.8	268 6.4	13 .3	7 .2	141 3.8	153 3.7	896 23.6	1114 26.8

SENIOR HIGH SCHOOL																	
MONTEREY HIGH	1,508	1,637	%	71 4.7	93 5.7	1202 79.7	1246 76.1	100 6.6	171 10.4	90 6.0	85 5.2	2 .1	2 .1	43 2.9	40 2.5	235 15.6	298 18.2
SEASIDE HIGH	1,449	1,357	%	93 6.4	126 9.3	842 58.1	805 59.3	301 20.8	253 18.6	65 4.5	66 4.9	3 .2	5 .4	145 10.0	102 7.5	514 35.5	426 31.4
CONTINUATION	-	33	%	- 5	- 23	-	-	- 4	-	-	-	-	-	-	- 1	-	5
TOTAL 10-12	2,957	3,027	%	164 5.5	224 7.4	2044 69.1	2074 68.5	401 13.6	428 14.1	155 5.2	151 5.0	5 .2	7 .2	188 6.4	143 4.8	749 25.4	729 24.1
TOTAL K-12	18,765	19,320	%	1217 6.5	1371 7.1	12938 68.9	12674 65.6	2727 14.5	3004 15.5	1199 6.4	1371 7.1	36 .2	47 .2	648 3.5	853 4.5	4610 24.6	5275 27.3

SELECTED EDUCATIONAL STATISTICS, 1960 U.S. CENSUS OF POPULATION  
 (Source: 1968 California County Fact Book, page 19)

Persons 25 years old and older				
*County	Median school years completed	Percent with less than five years of school	Percent with at least four years of high school	Percent with at least four years of college
United States	10.6	8.4	41.1	7.7
California	12.1	5.7	51.5	9.8
*Monterey	11.9	8.2	49.4	10.1

Children in elementary school	Percent in private school	Persons 14 to 17 years old	Percent in school	Percent employed persons classified as professional technical and kindred workers
.	.	.	.	.
.	.	.	.	.
.	.	.	.	.
.	.	.	.	.
United States	14.4	87.4	11.2	
California	10.7	89.7	13.7	
*Monterey	7.1	74.6	11.3	

## CREDITS

Although there were hundreds of Monterey Peninsula residents who contributed their time to this study, the following should be given special credit for their willingness to be interviewed, their release of statistical material, or for serving as members of a sounding board.

Chang, Arthur	Director, Monterey Urban Renewal Agency
Bouhaven, Emile	Vice President and Sales Manager, Del Monte Properties Company
Pullen, James E.	Director, California State Department of Employment, Monterey
Page, Charles	Co-Chairman, Citizens' Committee for Education, MPUSD
Manor, Dr. Arnold	Chairman, Monterey Urban Renewal Agency
Woodington, Donald	Superintendent, MPUSD
Swanson, Lloyd	Assistant Superintendent of Schools, Division of Special Services, Monterey County Office of Education
Stefan, James	Associate Superintendent, MPUSD
Harrison, James	Registrar, Monterey Peninsula College
White, Louise	Anthropology Instructor and Assistant Librarian, Monterey Peninsula College
Wright, Jerry	Public Information Officer, Monterey Peninsula College
Stoddard, Shirlie	Social Service Supervisor, Monterey County Welfare Department
Thompson, Mrs. E. C.	Chief Building Inspector, Seaside Building Department
Machado, George	Executive Director, Seaside Urban Redevelopment Agency
Hoss, Russel	Officer in Charge, Social Security Administration
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Wyatt, Kenneth	
Bates, Mrs Peggy	
Davis, Kathy	
Davis, Jerry	
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